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Human resources management

Composition of the Secretariat

Report of the Secretary-General**

Summary

The present annual report covers the period from 1 July 2003 to 30 June 2004 and provides information on the demography of the staff of the Secretariat and on the system of desirable ranges for posts subject to geographical distribution. As requested by the General Assembly in its resolution 57/305 of 15 April 2003, the report contains a brief analysis of the status of unrepresented and underrepresented Member States, statistics on the composition of General Service and related staff, project personnel and national officers, and on other related issues.

* A/59/150.

** In December 1971, the General Assembly requested the Secretary-General to report statistics on the composition of the staff as at 30 June each year (see *Official Records of the General Assembly, Twenty-sixth Session, Annexes*, agenda item 84, document A/8604, paras. 34-37). As a consequence, there was an insufficient amount of time to collect and analyse the data and to write a report within the established time frame for submission of reports to the General Assembly session.

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Abbreviations

DDA	Department for Disarmament Affairs
DESA	Department of Economic and Social Affairs
DGACM	Department for General Assembly and Conference Management
DM*	Department of Management
DM/CMP	Capital master plan (of the Department of Management)
DM/OCSS	Office of Central Support Services (of the Department of Management)
DM/OUSG	Office of the Under-Secretary-General (of the Department of Management)
DM/OHRM	Office of Human Resources Management (of the Department of Management)
DM/OPPBA	Office of Programme Planning, Budget and Accounts (of the Department of Management)
DPA	Department of Political Affairs
DPI	Department of Public Information
DPKO	Department of Peacekeeping Operations
DPKO/OMS	Department of Peacekeeping Operations/Office of Mission Support
ECA	Economic Commission for Africa
ECE	Economic Commission for Europe
ECLAC	Economic Commission for Latin America and the Caribbean
ESCAP	Economic and Social Commission for Asia and the Pacific
ESCWA	Economic and Social Commission for Western Asia
ICJ	International Court of Justice
ICSC	International Civil Service Commission
ITC	International Trade Centre UNCTAD/WTO
OCHA	Office for the Coordination of Humanitarian Affairs
OHCHR	Office of the United Nations High Commissioner for Human Rights
OHRLLS	Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States
OIOS	Office of Internal Oversight Services
OIP	Office of the Iraq Programme

* DM refers to the aggregated data of the Office of the Under-Secretary-General, the Office of Programme Planning, Budget and Accounts, the Office of Human Resources Management and the Office of Central Support Services, and the Office of the Capital Master Plan of the Department of Management.

OLA	Office of Legal Affairs
OSG	Office of the Secretary-General
OSRSGCAC	Office of the Special Representative of the Secretary-General for Children and Armed Conflict
UNSECOORD	Office of the United Nations Security Coordinator
UNCC	United Nations Compensation Commission
UNCTAD	United Nations Conference on Trade and Development
UNDP	United Nations Development Programme
UNEP	United Nations Environment Programme
UNFIP	United Nations Fund for International Partnerships
UNFPA	United Nations Population Fund
UNHCR	Office of the United Nations High Commissioner for Refugees
UN-Habitat	United Nations Human Settlements Programme
UNICEF	United Nations Children's Fund
UNITAR	United Nations Institute for Training and Research
UNJSPF	Secretariat of the United Nations Joint Staff Pension Fund and the United Nations Staff Pension Committee
UNMOVIC	United Nations Monitoring, Verification and Inspection Commission
UNODC	United Nations Office on Drugs and Crime
UNOG	United Nations Office at Geneva
UNON	United Nations Office at Nairobi
UNOPS	United Nations Office for Project Services
UNOV	United Nations Office at Vienna
UNRWA	United Nations Relief and Works Agency for Palestine Refugees in the Near East
UNU	United Nations University

I. Introduction

1. The annual report of the Secretary-General on the composition of the Secretariat is submitted in accordance with requests made by the General Assembly in its resolutions concerning human resources management. The most recent of these are resolutions 55/258 of 14 June 2001 and 57/305 of 15 April 2003. The report provides information on certain demographic characteristics of the staff of the Secretariat and on the system of desirable ranges of the geographical distribution of staff.

2. Section II provides the traditional information on the composition of the Secretariat, adding the last year's data to data series on which reporting has taken place over many years. It focuses in particular on staff in posts subject to geographical distribution, facilitating the assessment of trends over time. A brief analysis on the status of unrepresented and underrepresented Member States in the Secretariat, as well as statistics on the composition of project personnel, General Service and related staff, are also presented.

3. Section III provides information on the system of desirable ranges for the geographical distribution of staff, in particular on the methodology used for deriving desirable ranges.

4. Section IV contains information on the demographics of human resources: it provides an analysis of the main characteristics of the staff of the Secretariat and trends and changes over time in that population. It also contains a forecast of expected staff requirements related to anticipated retirements.

5. The data included in the report were current as at 30 June 2004 and refer to organizational entities in existence as of that date.

6. The list of staff of the United Nations Secretariat is published in document ST/ADM/R.59, which identifies staff by organizational entity, functional title, grade and nationality. Although they are not part of the Secretariat, staff members of the secretariats of the United Nations Joint Staff Pension Fund and the International Civil Service Commission are included in the list of staff.

II. Composition of the Secretariat

A. Staff of the United Nations

7. The authority of the Secretary-General to appoint staff derives from Article 101, paragraph 1, of the Charter of the United Nations, wherein it is stated: "The staff shall be appointed by the Secretary-General under regulations established by the General Assembly".

8. A number of subsidiary programmes, funds and organs of the United Nations enjoy special status granted by the General Assembly in the appointment of their staff. These include the United Nations Children's Fund (UNICEF), the United Nations Development Programme (UNDP), the Office of the United Nations High Commissioner for Refugees (UNHCR), the United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA), the United Nations

University (UNU), the secretariat of the International Civil Service Commission, the United Nations Joint Staff Pension Fund, the Registry of the International Court of Justice and the International Trade Centre UNCTAD/WTO (ITC). The present report is therefore not designed to contain comprehensive information about their staff.

9. The principles governing the recruitment and employment of staff are derived from Article 101, paragraph 3, of the Charter, which reads:

> "The paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence, and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible."

10. These principles apply to all the staff of the United Nations, including the staff of the secretariats of the above-mentioned subsidiary programmes, funds and organs that have special status in matters of appointment.

11. As at 30 June 2004, the total number of staff of the United Nations Secretariat and those units with special status holding appointments of one year or more amounted to 37,598. Of that total, 14,823 staff paid from various sources of funding are assigned to the Secretariat and 22,775 are assigned to other entities of the United Nations (see figure 1). As at 30 June 2004, 7,221 staff encumbered the 7,602 posts authorized in the regular budget for 2004, and are included in the Integrated Management Information System (IMIS).

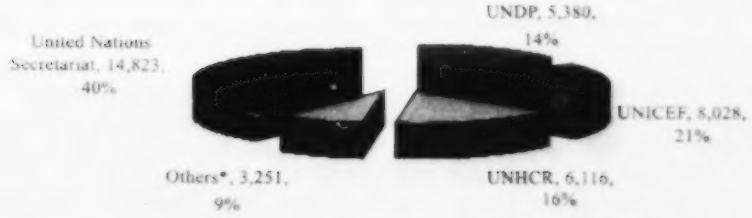
Table 1
Staff of the United Nations Secretariat and other entities, by category and source of funds, as at 30 June 2004

	Regular budget				*Extrabudgetary resources*				
Entity	*Professional and higher categories*	*Project personnel*	*General Service and related categories*	*Subtotal*	*Professional and higher categories*	*Project personnel*	*General Service and related categories*	*Subtotal*	*Total*
United Nations Secretariat	3 071	16	4 515	7 602	2 254[a]	859	4 108	7 221[b]	14 823
UNDP					705[c]	758	3 917[d]	5 380	5 380
UNFPA	214		758[e]	972		171[f]	395[g]	566	1 538
UNHCR	89	0	130	219	1 663	0	4 234	5 897	6 116
UNICEF					1 209[h]	2 384[i]	4 435	8 028	8 028
UNITAR					5	27	6	38	38
UNOPS					580		327	907	907
UNRWA[j]	88		11	99	36		1	37	136
ITC[k]					74	38	95	207	207
ICSC					19		19	38	38

Entity	Regular budget				Extrabudgetary resources				
	Professional and higher categories	*Project personnel*	*General Service and related categories*	*Subtotal*	*Professional and higher categories*	*Project personnel*	*General Service and related categories*	*Subtotal*	*Total*
UNISPF					56		112	168	168
ICJ	45		53	98					98
UNU					21	36	64	121	121
Total	**3 507**	**16**	**4 709**	**8 990**	**2 454**	**1 718**	**13 401**	**21 387**	**37 798**

[a] Including 1,147 Professional staff in peacekeeping operations with limited appointments of one year or more.
[b] Including 13 Professional and 71 General Service staff against revenue-producing accounts.
[c] Including staff charged to the UNDP core budget, funds managed by UNDP and UNDP supplementary funds.
[d] Including 810 National Officers and Field Service Officers.
[e] Including Headquarters General Service, Country Office General Service, and National Officers.
[f] Including Junior professional officers.
[g] Headquarters General Service, including National Officers.
[h] Including international Professional staff and National Officers occupying posts funded by regular resources.
[i] Including international Professional staff and National Officers occupying posts funded by other resources, that is, project funds.
[j] Excluding area staff.
[k] A number of posts in ITC are financed jointly by the United Nations from the regular budget and by the World Trade Organization.

Figure 1
Staff of the Secretariat and other entities of the United Nations



* Comprising ICJ, ICSC, ITC, UNFPA, UNITAR, UNJSPF, UNOPS, UNRWA and UNU.

B. Staff recruited under the system of desirable ranges

12. Within the overall total of 14,823 staff who hold appointments of one year or more, a limited number of staff of the Secretariat are recruited under the system of desirable ranges. The number of posts subject to geographical distribution, which is used to determine the desirable range for each Member State, is set out in section III. The staff concerned are referred to as "staff appointed to posts subject to geographical distribution". They number 2,515 and are appointed by the Secretary-General for a period of at least one year to posts in the Professional and higher categories funded under the regular budget. Several categories of staff are excluded: staff appointed to the secretariats of subsidiary programmes, funds and organs with special status in matters of appointment; staff appointed to peacekeeping posts, posts specifically funded for other field mission service or posts financed under the support account for peacekeeping operations; staff appointed to posts with special language requirements; staff in the Field Service and the General Service and related categories of staff (such as Trades and Crafts, Security and Safety Service and public information assistants) who are locally recruited; staff appointed to posts for service limited to the United Nations Environment Programme (UNEP), the United Nations Human Settlements Programme (UN-Habitat) or the United Nations Office on Drugs and Crime (UNODC); staff appointed to posts financed on an inter-agency basis; staff appointed to technical cooperation project posts; National Officers at United Nations information centres; staff on special leave without pay; and staff on secondment to other organizations.

C. Representation of Member States

13. Representation of Member States falls into four categories: unrepresented, underrepresented, within range and overrepresented. A Member State is "unrepresented" when none of its nationals has been appointed to a post subject to geographical distribution; it is "underrepresented" when the number of its nationals appointed to such posts is below the lower limit of the desirable range; it is "within range" when the number of its nationals appointed to such posts is between the upper and lower limits of the desirable range; and it is "overrepresented" when the number of its nationals appointed to such posts exceeds the upper limit of the desirable range.

14. As at 30 June 2004, 15 Member States were unrepresented, compared with 17 in June 2003 (Bahrain, Brunei Darussalam, Comoros, Guinea-Bissau, Kiribati, Liechtenstein, Marshall Islands, Monaco, Nauru, Palau, Samoa, Sao Tome and Principe, Timor-Leste, Turkmenistan and United Arab Emirates). Ten Member States were underrepresented (Japan, Kuwait, Libyan Arab Jamahiriya, Mexico, Norway, Qatar, Republic of Korea, Saudi Arabia, Switzerland and Uzbekistan), which is the same number as at 30 June 2003, and 21 Member States were overrepresented (Argentina, Australia, Austria, Belgium, Bulgaria, Cameroon, Chile, Ethiopia, India, Italy, Kenya, Lebanon, Nigeria, Pakistan, Philippines, Russian Federation, Senegal, Sweden, Thailand, Uganda and Ukraine). All other Member States were within range.

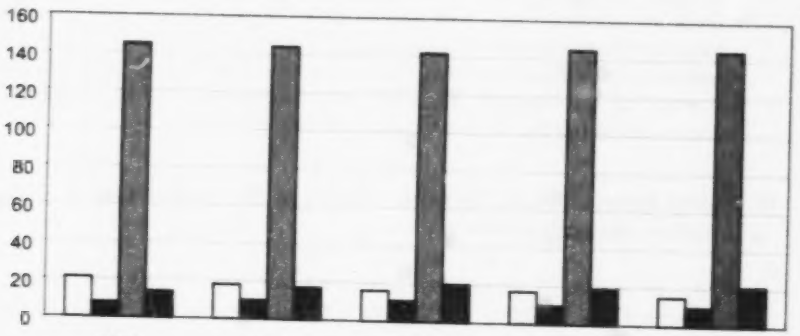
15. Pursuant to the request contained in section II, paragraph 30, of resolution 57/305, and due to the efforts made, the level of unrepresentation and underrepresentation of Member States decreased to 25, which equates to a 7.4 per

cent reduction among unrepresented and underrepresented Member States during the reporting period. Fourteen Member States were unrepresented or underrepresented for each of the past five reporting periods (Bahrain, Brunei Darussalam, Guinea-Bissau, Japan, Kuwait, Marshall Islands, Monaco, Norway, Palau, Sao Tome and Principe, Saudi Arabia, Turkmenistan, United Arab Emirates and Uzbekistan).

16. Figure 2 illustrates the evolution of the representation of Member States in terms of staff appointed under the system of desirable ranges for the five-year period from 2000 to 2004.

Figure 2

Representation of Member States (from 30 June 2000 to 30 June 2004)



	2000	2001	2002	2003	2004
Unrepresented	21	18	16	17	15
Underrepresented	8	10	11	10	10
Within range	145	144	142	145	145
Overrepresented	14	17	20	19	21

17. Tables A.1 to A.4 in the annex cover posts subject to geographical distribution. The data in table A.1 are arranged by nationality, grade and gender. The table includes the midpoint of the desirable range and the range itself. The data in table A.2 are arranged by nationality and type of appointment as at 30 June 2003 and 30 June 2004. Table A.3 shows appointments arranged by nationality, grade and gender, for the period from 1 July 2003 to 30 June 2004. Table A.4 shows appointments and separations, arranged by nationality, type of appointment and gender, for the same period.

18. The report of the Secretary-General on the improvement of equitable geographical representation in the United Nations Secretariat (A/59/264) analyses the state of unrepresentation and underrepresentation over the period 1994-2004. The analysis of representation of Member States among the staff concerned over the past ten years has shown steady improvement. The number of unrepresented Member States, 28 in 1994 has declined to 15 in 2004, while the number of underrepresented Member States decreased from 25 in 1994 to 10 in 2004.

Evaluation of representation should be viewed in relation to the total number of Member States, which increased from 184 in 1994 to 191 in 2004. The percentage of unrepresentation, 15.2 per cent in 1994, declined to 7.8 per cent in 2004, whereas the underrepresentation fell from 13.6 to 5.2 per cent in 2004. Over a 10-year period, taking into consideration the increase in the membership of the United Nations from 184 to 191, the steady improvement in the percentage of unrepresentation and underrepresentation is evident in the decrease of 48 and 62 per cent, respectively.

19. Of the 28 unrepresented Member States in June 1994, five Member States are currently still unrepresented (Brunei Darussalam, Monaco, Marshall Islands, Sao Tome and Principe and Turkmenistan) and have been unrepresented consistently between 1994 and 2004. Of the 25 underrepresented Member States in June 1995, three are currently still underrepresented (Japan, Norway and Saudi Arabia) and have been underrepresented consistently between 1994 and 2004. Efforts made to address this situation are described in the above-mentioned report of the Secretary-General to the General Assembly on improvement of the equitable geographic representation in the United Nations Secretariat.

D. Representation of Member States at the senior and policy-making levels

20. In section X, paragraph 2, of its resolution 55/258, the General Assembly requested the Secretary-General to take all necessary measures to ensure, at the senior and policy-making levels of the Secretariat, equitable representation of Member States, especially those with inadequate representation at those levels and unrepresented and underrepresented States, in particular developing countries, in accordance with the relevant resolutions of the Assembly, and to continue to include relevant information thereon in all future reports on the composition of the Secretariat. This request was reaffirmed in section II, paragraphs 37 and 38, of resolution 57/305.

21. The senior and policy-making levels are defined as staff at the Principal Officer (D-1) grade and above. Table A.9 contains data on senior officials appointed under the system of desirable ranges, including a breakdown by country of nationality.

22. Table 2 presents data on the representation of developing countries and other countries for staff subject to geographical distribution at the D-1 grade and above, at the D-2 grade and above and at the grade of Assistant Secretary-General and above (for more detailed information on the representation of individual Member States at the senior and policy-making levels, see annex tables A.1, A.3 and A.9). For staff at the D-1 grade and above, the percentage of staff from developing countries changed from 48.5 per cent in 2000 to 46.7 per cent in 2004; for staff from developed countries the percentage moved from 46.6 per cent in 2000 to 46.5 per cent in 2004; and for staff from countries with economies in transition, the percentage evolved from 4.9 per cent in 2000 to 8.8 per cent in 2004. At the D-2 grade and above, the percentage of staff from developing countries evolved from 49.1 per cent in 2000 to 48.7 per cent in 2004; for staff from developed countries the percentage went from 44.3 per cent in 2000 to 45.2 per cent in 2004; and for staff from countries with economies in transition the percentage evolved from 6.6 per cent in 2000 to 6.1 per

cent in 2004. At the grade of Assistant Secretary-General and above, the percentage of staff from developing countries changed from 56.8 per cent in 2000 to 51.3 per cent in 2004; for staff from developed countries the percentage moved from 37.8 per cent in 2000 to 41 per cent in 2004; and for staff with economies in transition, the ratio evolved from 5.4 per cent in 2000 to 7.7 per cent in 2004.

Table 2

Distribution of staff subject to geographical distribution among developing and developed countries and countries with economies in transition, 2000-2004

Group	Year	Combined desirable ranges	Group midpoint	Percentage	Total staff		D-1 and above		D-2 and above		ASG and above	
					Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
Developing countries	2000	855-1 157	1 006.4	38.7	1 022 (382)	43.0 (41.0)	150 (43)	48.5	52 (11)	49.1	21 (2)	56.8
	2001	896-1 213	1 054.6	40.6	1 038 (400)	42.7 (40.9)	161 (50)	49.5	59 (14)	52.7	22 (4)	55.0
	2002	930-1 259	1 094.5	40.5	1 053 (409)	42.5 (40.2)	151 (46)	46.6	55 (14)	50.5	23 (4)	56.1
	2003	903-1 258	1 093.7	40.5	1 032 (417)	41.5 (40.2)	150 (52)	45.0	54 (14)	46.2	23 (4)	56.1
	2004	933-1 263	1 098.1	40.7	1 023 (416)	40.7 (39.1)	148 (55)	44.7	56 (17)	48.7	20 (3)	51.3
Developed countries	2000	1 198-1 621	1 410.0	54.2	1 102 (508)	46.4 (54.5)	144 (50)	46.6	47 (11)	44.3	14 (3)	37.8
	2001	1 156-1 564	1 360.3	52.3	1 130 (526)	46.5 (53.8)	147 (53)	45.2	46 (10)	41.1	15 (3)	37.5
	2002	1 202-1 626	1 414.3	52.4	1 160 (555)	46.8 (54.6)	152 (59)	46.9	47 (13)	43.1	15 (3)	36.6
	2003	1 204-1 629	1 416.4	52.5	1 195 (568)	48.0 (54.5)	156 (56)	46.8	56 (18)	47.9	15 (4)	36.6
	2004	1 200-1 624	1 411.9	52.3	1 232 (591)	49.0 (55.6)	154 (64)	46.5	52 (18)	45.2	16 (6)	41.0
Countries with economies in transition	2000	156-211	183.5	7.1	252 (42)	10.6 (4.5)	15 (2)	4.9	7 (1)	6.6	2 (0)	5.4
	2001	157-213	185.1	7.1	264 (52)	10.9 (5.3)	17 (3)	5.2	7 (1)	6.3	3 (1)	7.5
	2002	162-220	191.0	7.1	267 (53)	10.8 (5.2)	21 (3)	6.5	7 (1)	6.4	3 (1)	7.3
	2003	161-218	189.9	7.0	262 (55)	10.5 (5.3)	27 (3)	8.1	7 (1)	6.0	3 (1)	7.3
	2004	162-219	190.0	7.0	258 (56)	10.3 (5.3)	29 (2)	8.8	7 (1)	6.1	3 (1)	7.7
Total	2000	2 210-2 990	2 600.0	100.0	2 376 (936)	100.0 (100.0)	309 (95)	100.0	106 (23)	100.0	37 (5)	100.0
	2001	2 210-2 990	2 600.0	100.0	2 432 (978)	100.0 (100.0)	325 (106)	100.0	112 (25)	100.0	40 (8)	100.0
	2002	2 295-3 105	2 699.8	100.0	2 480 (1 017)	100.0 (100.0)	324 (108)	100.0	109 (28)	100.0	41 (8)	100.0
	2003	2 295-3 105	2 700.0	100.0	2 489 (1 040)	100.0 (100.0)	333 (111)	100.0	117 (33)	100.0	41 (9)	100.0
	2004	2 295-3 105	2 700.0	100.0	2 513 (1 063)	100.0 (100.0)	331 (121)	100.0	115 (36)	100.0	39 (10)	100.0

Source: *World Population Prospects: the 2002 Revision* (United Nations publication, ST/ESA/SER.A/224, Sales No. E.03.XIII.9).

Numbers in parentheses represent female staff members.

E. Gender representation

23. Since the forty-fifth session of the General Assembly, and in compliance with resolutions 45/239 C of 21 December 1990, 55/258 section XIV, paragraph 2 and 57/305 section II, paragraphs 39 to 41, the Secretary-General has continued to report on efforts made to increase the number of women in posts subject to geographical distribution in the Secretariat, particularly in senior and policy-making posts. During the period from 1 July 2000 to 30 June 2004, the number of female staff members at the D-1 grade and above increased by 26 staff, or 27 per cent, from 95 to 121. Table A.5 shows staff in posts with special language requirements by nationality, grade and gender. Table 3, below, shows the proportion of female staff in posts subject to geographical distribution for the five-year period from 2000 to 2004. As at 30 June 2004, the number of female staff members appointed to posts subject to geographical distribution is 1,063, or 42.3 per cent of the total. Over the past five years, the number of female staff in posts subject to geographical distribution has increased by more than 3 per cent. Further information related to gender representation can be found in paragraphs 45 to 50 below.

24. The number and percentage of female staff in posts subject to geographical distribution and in posts with special language requirements, by grade, are shown in table 4, which compares data for 1994 and 2004. The percentage of female staff in posts subject to geographical distribution has risen from 32.6 per cent to 42.3 per cent over the decade. The comparable percentage for female staff in posts with special language requirements has increased from 35.4 per cent to 41.5 per cent.

25. Table A.3 provides details on the 208 appointments to posts subject to geographical distribution, by nationality, grade and gender, for the period from 1 July 2003 to 30 June 2004. Table 5, below, provides a condensed version of the same data.

Table 3
Proportion of female staff in posts subject to geographical distribution (30 June 2000 to 30 June 2004)

Year	*2000*	*2001*	*2002*	*2003*	*2004*
Total staff	2 389	2 445	2 492	2 491	2 515
Total female staff	936	983	1 022	1 040	1 063
Percentage of female staff	39.17	40.2	41.0	41.8	42.3

Table 4
Number and percentage of female staff, by grade, in posts subject to geographical distribution and posts with special language requirements (1994 and 2004)

	Geographical posts				*Language posts*[a]			
	1994		*2004*		*1994*		*2004*	
Level	*Number*	*Percentage*	*Number*	*Percentage*	*Number*	*Percentage*	*Number*	*Percentage*
USG	2	10.5	5	22.7	-	-	-	-
ASG	2	11.1	5	29.4	-	-	-	-
D-2	14	18.7	26	33.8	-	-	-	-
D-1	34	14.7	85	39.4	-	-	-	-
P-5	122	24.5	163	34.0	36	27.3	63	44.1
P-4	246	33.8	277	39.5	129	37.9	136	38.1
P-3	240	39.3	314	48.8	120	34.5	142	43.0
P-2	168	45.5	188	52.1	19	48.7	15	53.6
P-1	2	100.0						
Total	**830**	**32.6**	**1 063**	**42.3**	**304**	**35.4**	**356**	**41.5**

[a] Language posts are from P-2 to P-5 only.

Table 5
Staff appointments to posts subject to geographical distribution, by gender, grade and number of nationalities represented (1 July 2003 to 30 June 2004)

	Female			*Male*		
Level	*Number appointed*	*Percentage of total*	*Number of nationalities represented*	*Number appointed*	*Percentage of total*	*Number of nationalities represented*
USG				3	100.0	3
ASG	2	100.0	2		0.0	
D-2	2	40.0	2	3	60.0	3
D-1	5	33.3	4	10	66.7	9
P-5	3	15.8	3	16	84.2	12
P-4	16	41.0	13	23	59.0	16
P-3	26	45.6	17	31	54.4	22
P-2	32	47.1	13	36	52.9	16
P-1						
Total	**86**	**41.3**	**54**	**122**	**58.7**	**81**

26. Table A.8, sections (a) to (e), shows the gender distribution of staff in the Secretariat by department or office and by grade, as at 30 June 2004. Section (a) reports on staff in posts subject to geographical distribution, by grade; section (b) provides comparable data for staff in posts with special language requirements; section (c) combines the data on staff in both those post categories; section (d)

covers staff in the General Service and related categories; and section (c) covers the 5,325 staff in the Professional and higher categories, by department or office and by grade.

27. As requested by the General Assembly in its resolution 57/305, table A.10, sections (a) to (c), shows the gender distribution of staff in the Secretariat by nationality as at 30 June 2004. Section (a) reports on staff in the General Service category, by nationality, grade and gender, as at 30 June 2004; section (b) provides a summary for staff in the General Service and related categories, by nationality, grade and gender, as at 30 June 2004; section (c) reports on project personnel, by nationality, grade and gender, as at 30 June 2004.

F. Recruitment activities

28. During the period from 1 July 2003 to 30 June 2004, 208 appointments were made under the system of desirable ranges. Of this total, 12 appointments (5.8 per cent) were of nationals of underrepresented Member States; 136 appointments (65.4 per cent) were of nationals of Member States that were within range; and 60 appointments (28.8 per cent) were of nationals of Member States that were overrepresented as at 30 June 2004 (see table A.3)

29. Of the 208 appointments, 71 (34.1 per cent) were of candidates who had been successful in national competitive examinations for posts at the P-2 and P-3 grades. A total of 35 (49.3 per cent) of the 71 successful candidates in the examinations were women.

30. In 2004, 62 Member States participated in the National competitive examination (Afghanistan, Andorra, Angola, Antigua and Barbuda, Bahrain, Brazil, Brunei Darussalam, Cambodia, Comoros, Cyprus, Czech Republic, Georgia, Germany, Grenada, Guatemala, Guinea-Bissau, Honduras, Iraq, Israel, Japan, Kiribati, Kuwait, Latvia, Libyan Arab Jamahiriya, Liechtenstein, Madagascar, Maldives, Malta, Mauritius, Mexico, Micronesia (Federated States of), Monaco, Norway, Oman, Paraguay, Poland, Portugal, Qatar, Republic of Korea, Republic of Moldova, Saint Lucia, Samoa, San Marino, Sao Tome and Principe, Seychelles, Singapore, Slovenia, Solomon Islands, South Africa, Suriname, Switzerland, Tajikistan, Timor-Leste, Tonga, Turkey, Turkmenistan, Tuvalu, United States of America, Uzbekistan, Vanuatu, Viet Nam and Yemen). These are unrepresented and underrepresented Member States and those who are in danger of becoming unrepresented or underrepresented. Examinations were given in seven occupational groups.[1] A total of 172 candidates from the 2003 examinations were successful: 12 have been placed, 16 were no longer available and 13 of the remaining 143 candidates on the roster are in the process of being recruited.

31. Of the 208 staff appointed, 86 (41.3 per cent) were women, 26 of whom were from developing countries and 24 from countries with economies in transition.

32. In accordance with section V, paragraph 17, of General Assembly resolution 53/221, of 7 April 1999, which was confirmed in section IV, paragraph 13, of Assembly resolution 55/258, all 8 appointments at the P-2 level to posts requiring special language competence for conference services were made as a result of a successful competitive examination.

33. Offices away from Headquarters recruited 27 (40.5 per cent) of the P-2 candidates, while 40 (59.7 per cent) were recruited for posts in New York. Two of the four candidates recruited at the P-3 level were at offices away from Headquarters. Table 6 presents placement data, by department or office, for the period from July 2003 to June 2004.

Table 6
National competitive examination placement data, by department or office (July 2003 to June 2004)

Department/office	*P-2*	*P-3*
Department for Disarmament Affairs	1	
Department of Economic and Social Affairs	11	
Department of Management	12	
Department for General Assembly and Conference Management	2	
Department of Political Affairs	1	
Department of Public Information	7	
Department of Peacekeeping Operations	0	1
Economic Commission for Africa	6	
Economic Commission for Latin America and the Caribbean	1	
Economic and Social Commission for Asia and the Pacific	6	
Office for the Coordination of Humanitarian Affairs	2	1
Office of Internal Oversight Services	1	
Office of Legal Affairs	2	
United Nations Conference on Trade and Development	3	
Office of the United Nations High Commissioner for Human Rights	1	2
United Nations Joint Staff Pension Fund	1	
United Nations Office at Geneva	4	
United Nations Office at Nairobi	3	
United Nations Office at Vienna	3	
Total	**67**	**4**

34. Table A.6 presents data on staff in the Professional and higher categories who have been appointed specifically for mission service, by nationality, grade and gender, as at 30 June 2004, compared with the situation a year earlier. Of the 830 staff, 589 were holding appointments of limited duration and had been serving with peacekeeping operations for more than a year.

III. System of desirable ranges for the geographical distribution of staff

35. Changes in the representation status of a Member State may result from several factors: the appointment or separation of staff; adjustments of the desirable range because of an increase or decrease in the number of posts subject to geographical distribution; changes in the number of Member States; changes in the scale of assessments; changes in the population of Member States; and changes in the status of individual staff members (such as departure on secondment or special leave without pay, return from secondment or special leave, or change in nationality).

36. The criteria governing the system of desirable ranges are set out in section III of the report of the Secretary-General on the composition of the Secretariat dated 11 September 1998 (A/53/375 and Corr.1 and 3).

37. As at 30 June 2004, the base figure of posts subject to the system of desirable ranges, set at 2,700, in accordance with section III of General Assembly resolution 42/220 A of 21 December 1987, remains at that level. The number of posts in the Professional and higher categories subject to the system of desirable ranges currently stands at 2,515.

38. Table A.7 provides data pertinent to the application of the system of desirable ranges for the geographical distribution of staff. It also shows the weighted distribution of staff and the weighted staff position for each Member State, in points.

39. The weighted range, midpoint and staff position data for each Member State are presented in table A.7 of the annex. As indicated in table 7 below, the percentage of total staff in each grade (column 2) is applied to the base figure of 2,700 (column 3). The resulting figure is weighted by the gross salary per annum in dollars divided by 1,000 (column 4) to produce a weighted base figure (column 5). As at 30 June 2004, the weighted average value of each post was 86.37 points (233,219/2,700). Accordingly, the weighted membership factor is 93,288 points (40 per cent of 233,219), the weighted population factor is 11,611 points (5 per cent) and the weighted contribution factor is 128,270 points (55 per cent). The above figures represent the global numbers; for each Member State a separate calculation based on the same factors results in a weighted base figure. The weighted midpoint in table A.7 represents the sum of the weighted membership, population and contribution factors and the weighted range is calculated as 15 per cent upwards and downwards (but not less than 415 points up and down [4.8 x 86.37], with the upper limit being not less than 1,209 points [14 x 86.37]). The weighted staff position for each Member State comprises the total number of staff of that country by grade, multiplied by the gross annual salary by grade.

Table 7
Methodology for deriving weighted ranges

Grade	*(1) Number of staff*	*(2) Percentage of total*	*(3)=(2) x base Weighted number of staff*	*(4) Salary[a]*	*(5)=(3) x (4) Weighted base figure*
USG	22	0.875	23.62	186	4 393
ASG	17	0.676	18.25	169	3 084
D-2	77	3.062	82.66	139	11 490
D-1	216	8.588	231.89	127	29 450
P-5	477	18.966	512.09	104	53 257
P-4	701	27.873	752.56	84	63 215
P-3	644	25.606	691.37	68	47 013
P-2	361	14.354	387.55	55	21 316
Total	**2 515**	**100.000**	**2 700.00**		**233 219**

[a] Gross annual salary, in United States dollars, divided by 1,000. Salary scale effective 1 January 2003.

IV. Human resources demographics

40. The requirements of global human resources planning and the need to track trends in the workforce of the Secretariat call for a broader perspective in the review of Secretariat staff. The presentation and analysis below cover Secretariat staff holding an appointment of one year or more, irrespective of their category, their type of appointment and their source of funding.[2] In conformity with these criteria, the base figure used for demographic analysis as at 30 June 2004 is 11,579. Secretariat-wide data and projections for the period from 2003 to 2007 have been drawn from the IMIS database.

A. Demographic profile of Secretariat staff

Staff by category and grade

41. The base number of staff used in the present demographic analysis is 11,579. Of these, 3.3 per cent are in the Director category (387 staff), 34.8 per cent in the Professional category (4,024 staff) and 61.5 per cent in the General Service and related categories (7,120 staff, of whom 6,724 are in the General Service category, 224 staff in the Security and Safety Service category and 172 staff in the Trades and Crafts category). Overall, the Professional and higher categories constitute 38.5 per cent. Under-Secretaries-General and Assistant Secretaries-General represent 0.4 per cent (48 staff). Figure 3 shows the percentage of Secretariat staff by category, figure 4 shows the number of staff by grade in the Professional and Director categories and figure 5 presents the number of staff by grade in the General Service category.

42. In the Professional category (fig. 4), staff at the P-3 and P-4 grades represents more than two thirds of the total staff (68.9 per cent). Staff at the P-1/P-2 grades are 11.8 per cent. In the Director category, D-1 staff represent 74.4 per cent of the total.

In the General Service category, three quarters of the staff (76.8 per cent) are concentrated in three grades: G-4, G-5 and G-6 (fig. 5).

Figure 3
Secretariat staff, by category, as at 30 June 2004 (percentage) (population: 11,579)

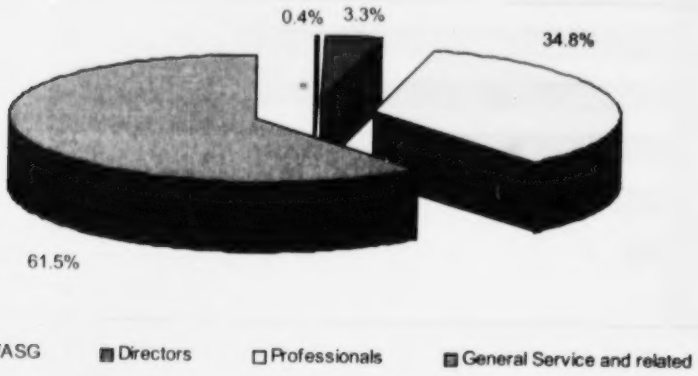


Figure 4
Grade distribution, Professional and Director categories, as at 30 June 2004 (population: 4,411)

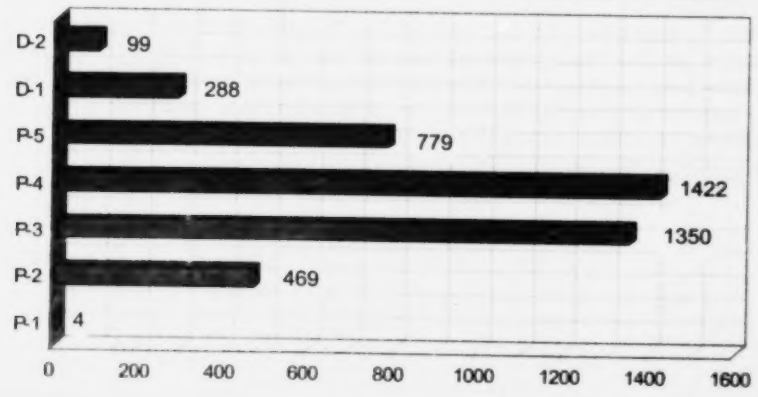
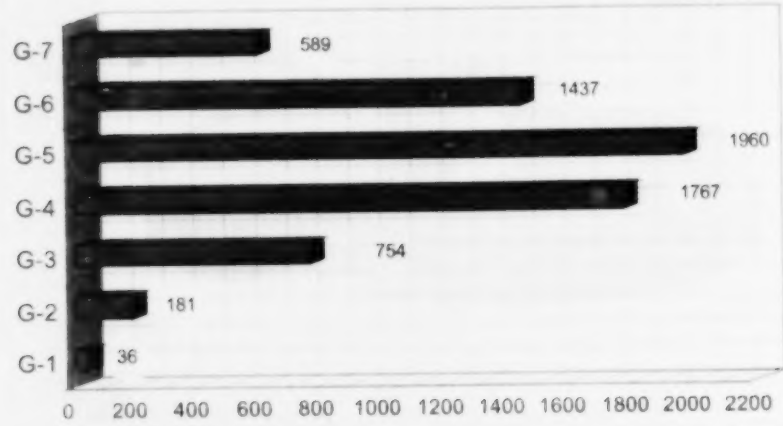


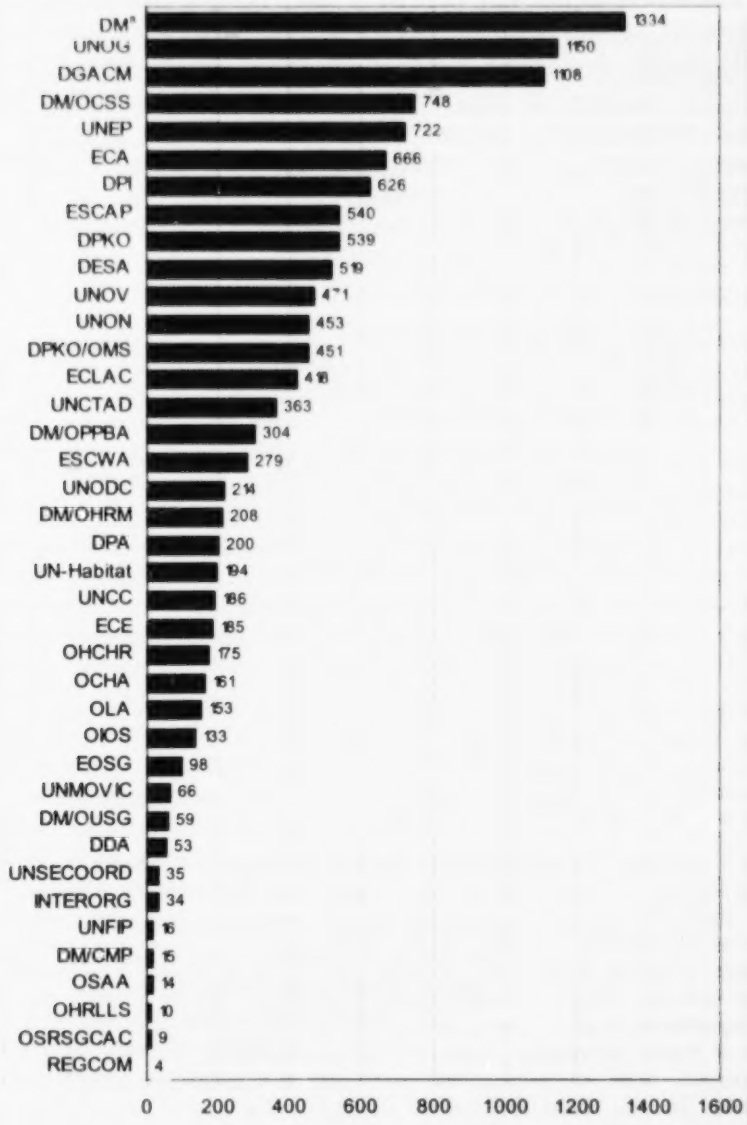
Figure 5
Grade distribution, General Service category, as at 30 June 2004 (population: 6,724)



Staff by department or office

43. Figure 6 shows the breakdown of staff by department or office. Sixty-nine per cent of all Secretariat staff serve in 12 departments and offices[3] with more than 450 staff.[4] Overall the Department of Management employs the most staff (11.5 per cent, or 1,334 staff) in New York, followed by the Department for General Assembly and Conference Management (9.6 per cent, or 1,108 staff). Staff at United Nations Headquarters [in New York] represent 41.5 per cent of all staff in the Secretariat. Offices away from Headquarters (Geneva, Nairobi, Vienna, Bangkok, Addis Ababa, Santiago and Beirut) make up 48.9 per cent of the staff, with the largest number at the United Nations Office at Geneva (19.9 per cent). Secretariat staff serving in field missions comprise the remaining 9.6 per cent of the staff.

Figure 6
Number of staff, by department, as at 30 June 2004 (population: 11,579)



[a] DM refers to the aggregated data of the Office of the Under-Secretary-General, the Office of Programme Planning, Budget and Accounts, the Office of Human Resources Management and the Office of Central Support Services, and the Office of the Capital Master Plan of the Department of Management.

Staff by nationality

44. More than 71 per cent of all staff come from 23 Member States which have more than 100 nationals as staff members. There are more than 400 nationals in the Secretariat from each of the following six Member States: Ethiopia, France, Kenya, the Philippines, the United Kingdom of Great Britain and Northern Ireland and the United States of America. Inclusion of staff in the General Service and related categories in the statistics increases the number of staff from Member States that host United Nations headquarters or other major offices and regional commissions (Austria, Chile, Ethiopia, Kenya, Lebanon, Switzerland, Thailand and the United States of America). Inclusion of staff in the General Service and related categories also increases the number of Member States represented in the Secretariat by staff of all categories. Currently 13 Member States are unrepresented in all staff categories[5] as compared to 15 for staff in posts subject to geographical distribution.

Staff by gender

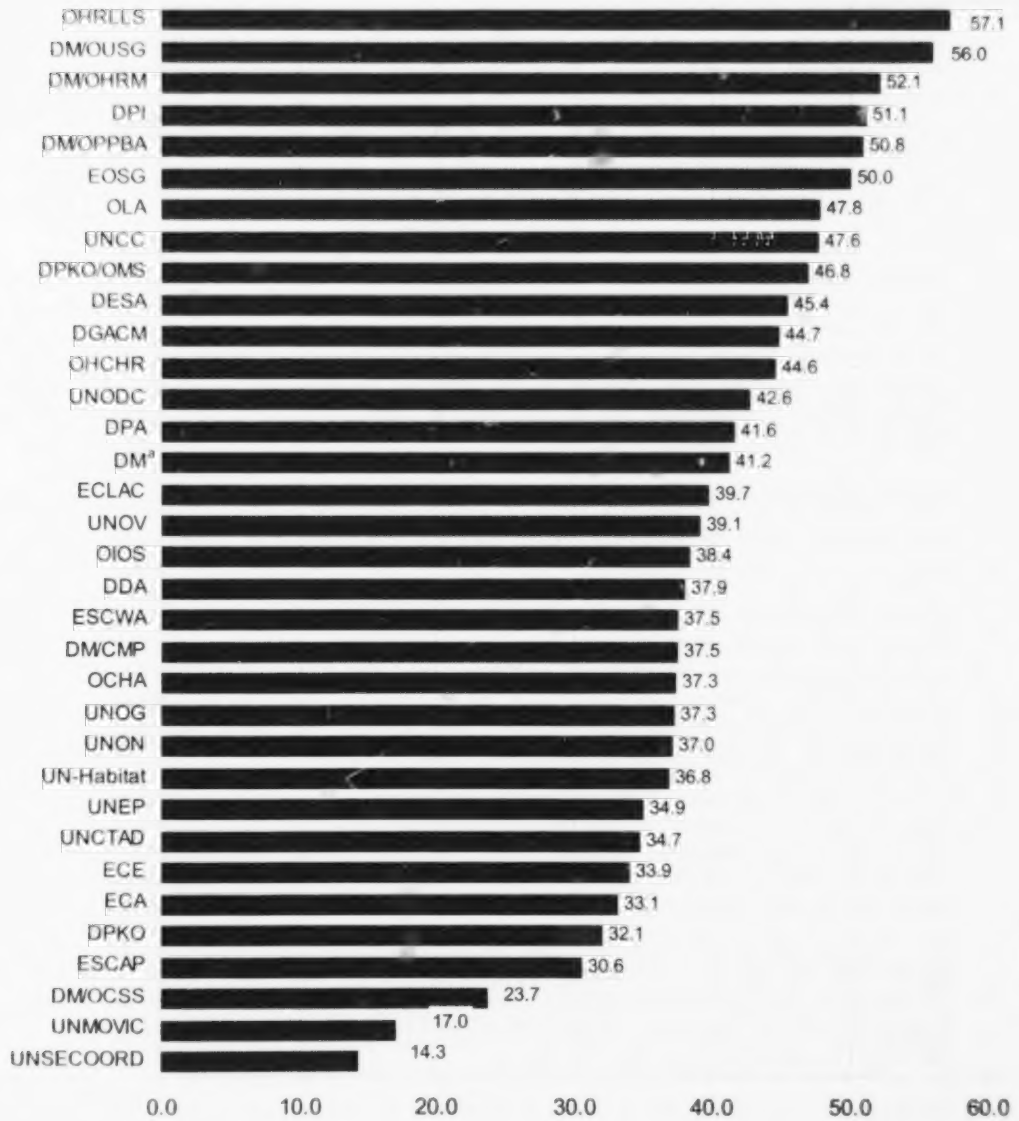
45. The global gender distribution of Secretariat staff shows an almost evenly balanced female/male staff distribution (51.6/48.4). This global figure does not indicate important differences in gender representation by grade, category and by department or office.

46. The two most senior grades of the Secretariat (Under-Secretary-General and Assistant Secretary-General) have a low female staff representation (22.2 per cent of 48 staff). The numbers of female staff also registered low in the Director category (34.1 per cent of 387 staff). Currently, the female representation levels at the D-2 and D-1 grades stand at 33.3 per cent and 34.4 per cent, respectively. In the Professional category, the proportion of female staff is 40.5 per cent. It is higher at entry levels, where numbers are close to or above the General Assembly mandate of gender parity (52.2 per cent of 469 staff for P-2; 45.2 per cent of 1,350 staff for P-3). Female staff constitute the majority (62.1 per cent of 6,724 staff) in the General Service category. Two specific groups continue to have very low female staffing: the Trades and Crafts category (3.5 per cent of 172 staff, practically unchanged compared to 3.6 per cent in 1999) and the Security and Safety Service (11.6 per cent of 224 staff, although showing a marked improvement compared to 5.8 per cent in 1999 — an increase of 5.8 per cent).

47. Figure 7 indicates that in six departments and offices there is either gender parity or the number of women exceeds that of men in the Professional and higher categories. However, aggregating the data of the various offices under the Department of Management (the Office of the Under-Secretary-General, the Office of Programme, Planning, Budget and Accounts, the Office of Human Resources Management and the Office of Central Support Services) reduces to three the number of departments or offices having met or exceeded the gender parity goal (the Department of Public Information, with 221 Professional staff; the Office of the Secretary-General, with 44 Professional staff and the Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States, with 7 Professional staff). Nine departments and offices have between 40 and 49 per cent female staff, sixteen departments and offices have between 30 and 39 per cent female Professionals and three departments and offices[6] have less than 30 per cent women Professionals.

Figure 7

Female staff representation in the Professional and higher categories as at 30 June 2004 (percentage)
(population: 11,579)



[a] DM refers to the aggregated data of the Office of the Under-Secretary-General, the Office of Programme Planning, Budget and Accounts, the Office of Human Resources Management and the Office of Central Support Services, and the Office of the Capital Master Plan of the Department of Management.

48. The overall ratio of female to male staff in the Professional and higher categories is 39.7 per cent (1,772 out of 4,459 total staff). The percentage of female staff is still below the mandated 50/50 goal of the General Assembly in a majority of departments and offices.

49. The departmental human resources action plans are an essential tool for assisting the departments and offices of the Secretariat to set and monitor effective compliance with the gender targets. The Office of Human Resources Management is working closely with the heads of departments and offices through human resources planning sessions, focusing on various human resources issues, among them gender balance. An overview of the current status, up-to-date achievements and future activities in the human resources planning process are detailed in a separate report to the General Assembly on human resources management reform (A/59/263).

50. A number of initiatives at the policy level aimed at reaching the gender balance target in the Secretariat are being formulated. At the same time, initiatives aimed at strengthening departmental self-monitoring and oversight to assist heads of departments in achieving gender balance are in the process of implementation. A comprehensive review of progress made towards the goal of 50/50 gender distribution, including, inter alia, the factors affecting progress, and proposals to improve gender representation will be considered in a separate report to the General Assembly (A/59/263/Add.2).

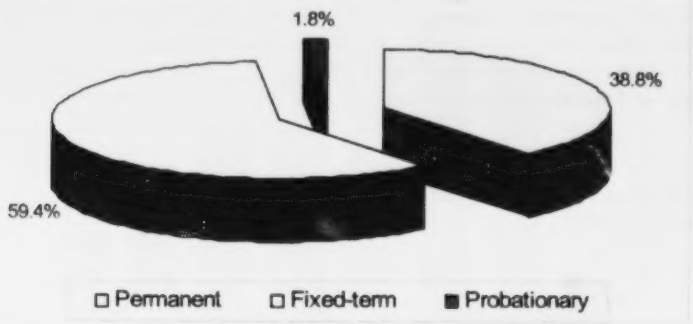
Staff by appointment type

51. The proportion of permanent appointments compared with other types of contracts in the Secretariat is illustrated in figure 8. The proportion of permanent appointments differs by category: 43.7 per cent of Directors (169 staff), 49.9 per cent of Professionals (2,007 staff) and 32.5 per cent of the General Service and related staff (2,314 staff) have permanent appointments. Among staff with permanent appointments, 83.1 per cent are against regular budget posts and 16.9 per cent are against extrabudgetary posts. While 50.3 per cent of staff who are against regular budget posts have permanent appointments, only 18.3 per cent of staff who are against extrabudgetary posts have permanent appointments.

52. The current percentage of permanent appointments for posts subject to geographical distribution is 55.7 per cent (1,400 out of 2,515 staff). The percentage of permanent appointments for posts subject to geographical distribution has continued to decrease for a fifth year and remains below the ceiling of 70 per cent set by the General Assembly in its resolution 51/226 of 3 April 1997.

53. The percentage of permanent and fixed-term appointments varies across departments and offices: UNCC (1 per cent), UNEP (3.5 per cent) and UNMOVIC (9.1 per cent) have the fewest number of permanent appointees among their staff, as compared with DGACM (71.4 per cent), DESA (60.7 per cent), OLA (56.2 per cent) and DPA (52 per cent), which have the highest.

Figure 8
Staff distribution, by type of appointment, as at 30 June 2004 (population: 11,579)



Staff by age

54. As at 30 June 2004, the average age of the staff was 46 years, which is the same as at 30 June 2003. More than 57 per cent of all Secretariat staff are older than 45, 27 per cent are younger than 40 and only 4.8 per cent are younger than 30. This pattern is illustrated in figures 9 and 10, which show, respectively, the age distribution of the female and male staff and the distribution of age groups in the Secretariat. Apart from the Under-Secretaries-General and the Assistant Secretaries-General (average age of 59.5 years), the highest average age is for Directors (54.6 years). The average age of staff in the Professional category is 46 years. The average age is relatively high at the entry level (36.7 years at the P-2 grade). In the General Service category, the average age is 44.3 years; it is 40.7 years for staff in the Security and Safety Service and 48.3 years for staff in the Trades and Crafts category.

55. The average age of male Directors exceeds that of female Directors by about four months, while Professional male staff are on average two years older than their female colleagues. Male security officers on average are nearly five years older than their female colleagues. For General Service staff, the average age of male staff is about four months lower than that of female staff. The average age of Directors in the United Nations Office at Nairobi (49.2 years), the Office of the Under-Secretary-General in the Department of Management (50.7 years), the Office of the United Nations Security Coordinator (51.8 years), the Economic Commission for Latin America and the Caribbean (51.7 years) and the Department of Peacekeeping Operations (52.4 years) is among the lowest in the Secretariat, while in the Department of Public Information (56.8 years), the Economic and Social Commission for Western Asia (58 years) and the United Nations Monitoring, Verification and Inspection Commission (59.4 years) the average age is highest.

56. The United Nations Compensation Commission (40.3 years), the Office of the Secretary-General (42.8 years), the Office of Legal Affairs (43.3 years), the Office for the Coordination of Humanitarian Affairs (43.5 years) and OHCHR (43.5 years) have the youngest Professionals, while the Department for General Assembly and Conference Management (48.5 years), the Economic and Social Commission for Western Asia (49.6 years) and the Office of the United Nations Security Coordinator

(50.2 years) have the oldest. The departments and offices with the lowest overall average ages are the United Nations Compensation Commission (41.7 years), the Economic and Social Commission for Western Asia (43.3 years) and the Department of Peacekeeping Operations (43.6 years), while the Department for General Assembly and Conference Management (48.4 years), the Department of Economic and Social Affairs (48.1 years), the United Nations Monitoring, Verification and Inspection Commission (48 years) and the Office of Mission Support of the Department of Peacekeeping Operations (47.7 years) have the highest.

Figure 9
Age distribution of staff, by gender, as at 30 June 2004 (population: 11,579)

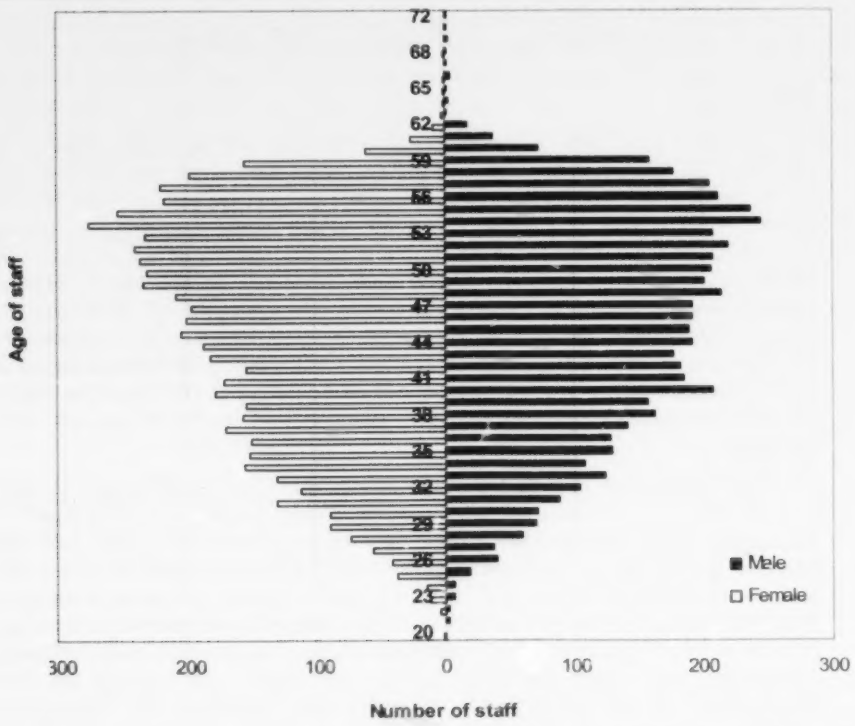
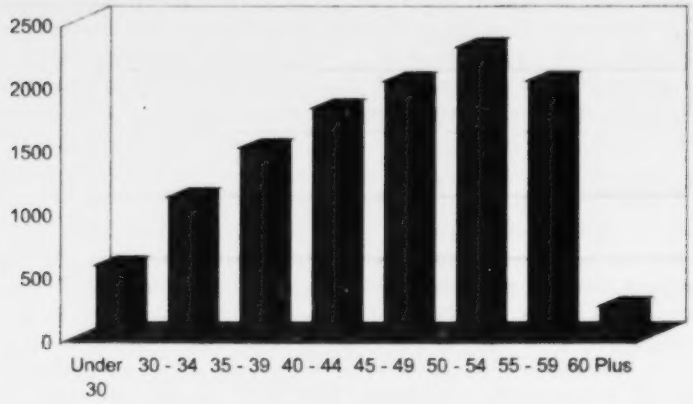


Figure 10
Distribution of age groups in the Secretariat, as at 30 June 2004 (population: 11,579)



Staff by length of service

57. Length of service is an indicator of the experience acquired in the Organization. The average length of service for all staff and all types of appointments is 16.5 years (13.6 years for Directors, 10.7 years for Professionals and 13.2 years for staff in the General Service and related categories).

58. The average length of service for staff with permanent appointments is 20.7 years (23.7 years for Directors, 16.1 years for Professionals and 24.3 years for staff in the General Service and related categories). Longer service time for Directors correlates with their higher average age. The average length of service of staff holding a fixed-term appointment of one year or more is 7.3 years (5.8 years for Directors, 5.8 years for Professionals and 7.9 years for staff in the General Service and related categories). A shorter service time for Professionals as a whole and for Directors compared to the overall average length of service is associated with higher turnover rates for fixed-term appointees and shorter career expectations.

59. Average length of service by department and office for all appointments varies from 6.2 years (the United Nations Compensation Commission), 6.9 years (the United Nations Monitoring, Verification and Inspection Commission), 7.8 years (the Office of the United Nations Security Coordinator), 8 years (the Office for the Coordination of Humanitarian Affairs) and 8.8 years (the United Nations Environment Programme) at the low end to 16.2 years (the Department for General Assembly and Conference Management), 15.9 years (the Economic and Social Commission for Asia and the Pacific and the Office of Central Support Services of the Department of Management), 15.5 years (the Department of Economic and Social Affairs) and 15.3 years (ECLAC) at the high end. A lower than average service duration may reflect a younger staff population, more recent recruits, a higher staff turnover rate, recent establishment of office, time-limited duration or a combination of the above. Average length of service at the departmental or office level higher than the Secretariat average length of service reflects an older population with a lower turnover rate.

B. Movements of staff from 1 July 2003 to 30 June 2004

60. The analysis presented below is based on the movements of staff which includes recruitment, separation, promotion and transfer between departments and offices in the population covering staff under the 100 series with appointments of one year or more in the Secretariat, in conformity with the criteria explained under endnote 2, during the period from 1 July 2003 to 30 June 2004. This population includes Professional and higher categories, as well as General Service and related categories.

Recruitment of staff

61. Figure 11 illustrates that, between 1 July 2003 and 30 June 2004, 425 staff were recruited for the Secretariat (58.1 per cent on initial appointment and 41.9 per cent on reappointment) for posts under the 100 series with appointments of one year or more in the considered population. Recruitments have been highest into the Professional category (308 staff, 72.5 per cent of all recruitments) especially in the Department of Management (43 staff, or 10.1 per cent of all recruitments), the Department of Peacekeeping Operations (29 staff, or 6.8 per cent of all recruitments), the Department of Economic and Social Affairs (23 staff, or 5.4 per cent), the United Nations Environment Programme (23 staff, or 5.4 per cent of all recruitments), the Department for General Assembly and Conference Management (20 staff, or 4.7 per cent of all recruitments) and the Economic Commission for Africa (20 staff, or 4.7 per cent of all recruitments).

62. A total of 92 recruitments at the P-2 level accounted for 21.6 per cent of all recruitments and more than a quarter of all recruitments in the Professional category (29.9 per cent). A large number (28.4 per cent) of P-2 recruitments occurred in the Department of Management (12 staff, or 13 per cent), the Department of Economic and Social Affairs (10 staff, or 10.9 per cent), the Department for General Assembly and Conference Management (9 staff, or 9.8 per cent), the Department of Public Information (7 staff, or 7.6 per cent) and the Economic and Social Commission for Asia and the Pacific (7 staff, or 7.6 per cent). In the Director category, 32 staff (7.5 per cent of all recruitments) were recruited. Among 32 newly recruited Directors, 6 were for UNEP, 4 were for the Department of Economic and Social Affairs and 4 for the Department of Peacekeeping Operations.

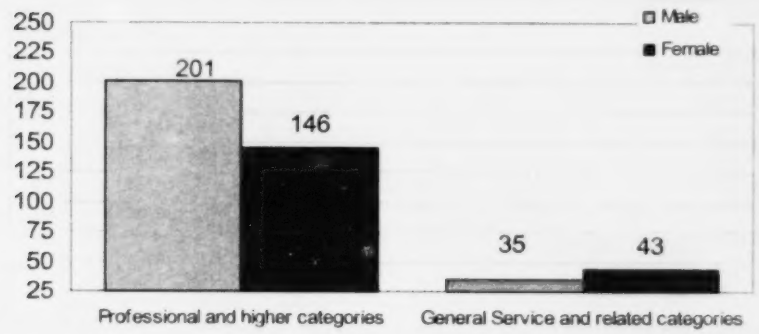
63. Recruitments in the General Service and related categories, with the introduction of the suspension of recruitment in this category in accordance with General Assembly resolution 58/270, has decreased to 78 staff (or 18.4 per cent of all recruitments) compared to 140 staff in the previous reporting period. The departments and offices that have especially benefited from this recruitment were the Office of Central Support Services of the Department of Management (24 staff, or 5.6 per cent of all recruitments), UNEP (7 staff, or 1.6 per cent of all recruitments) and the United Nations Office at Geneva (7 staff, or 1.6 per cent of all recruitments).

64. Women accounted for 44.5 per cent of all staff recruited (189 women out of 425 staff) during the period from 1 July 2003 to 30 June 2004, compared to 44.6 per cent in the previous reporting period. Among recruitments into the Professional category, 42.5 per cent were women (131 out of 308 recruitments) and in the Director category, women registered a population of 37.7 per cent (12 out of 32

recruitments). In the General Service and related categories, 43 were women among a total of 78 recruitments (55.1 per cent).

65. The Office of Central Support Services of the Department of Management accounted for 10.1 per cent of all recruitments (43 staff) between 1 July 2003 and 30 June 2004, followed by UNEP (8.5 per cent, or 36 staff), the Department of Peacekeeping Operations (8.1 per cent, or 34 staff), the Department of Economic and Social Affairs (7.1 per cent, or 30 staff), the Department for General Assembly and Conference Management (6.8 per cent, 29 staff), and the Economic Commission for Africa (6.4 per cent, 27 staff). Recruitments comprised of fixed-term appointments (75.5 per cent, 321 staff), new probationary appointments (22.6 per cent, or 96 staff) and permanent appointments (1.9 per cent, or 8 staff).

Figure 11
Recruitments by gender, from 1 July 2003 to 30 June 2004



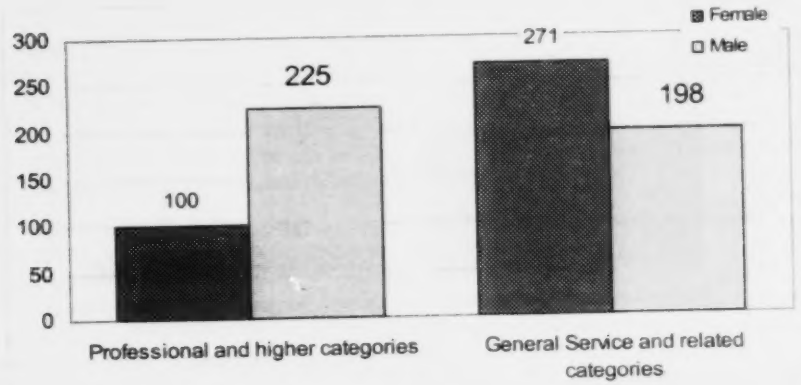
Separation of staff

66. Separation is defined as the movement of staff out of the Secretariat owing to retirement, resignation, expiry of appointment, agreed termination, inter-agency transfer, termination for health reasons, death, dismissal for misconduct, termination or abandonment of post. Between 1 July 2003 and 30 June 2004, 794 staff separated, compared to 627 separations registered during the period 1 July 2002 to 30 June 2003. Among them, 81.6 per cent were due to retirements (311, 39.2 per cent), resignations (173, 21.8 per cent) and expiry of appointments (164, 20.7 per cent). Separations mirrored more or less the distribution of staff by category and level (7.3 per cent Directors and above, 33.6 per cent Professionals and 59.1 per cent staff in the General Service and related categories). A total of 27 staff at the P-2 level separated, accounting for 3.4 per cent of all separations and 10.1 per cent of separations at the Professional level, among which 8 were resignations. Separations of female staff accounted for 46.7 per cent of all staff departures. As indicated in figure 12, while separations of female staff in the Professional and higher categories accounted for 30.8 per cent, in the General Service and related categories separations of female staff constituted 57.8 per cent. A majority of staff who separated came from the United Nations Office at Geneva (81 staff), the Department of Management (77 staff), the Department for General Assembly and Conference Management (73 staff), the Department of Public Information (68 staff), UNEP (39

staff), the Department of Peacekeeping Operations (39 staff), ECLAC (38 staff), ECA (36 staff), the Office of Mission Support of the Department of Peacekeeping Operations (36 staff), the United Nations Office at Nairobi (29 staff), the Department of Economic and Social Affairs (28 staff) and the United Nations Compensation Commission (27 staff).

67. Between 1 July 2003 and 30 June 2004, a total of 173 staff resigned, amounting to 21.8 per cent of all separations. Resignations included one Assistant Secretary-General, five Directors, 42 staff in the Professional category and 125 in the General Service and related categories. In the Professional category, the majority of resignations were by staff at the P-3 level (33.3 per cent, or 14 staff), followed by P-4s (26.2 per cent, 11 staff) and P-2s (19 per cent, 8 staff).

Figure 12
Separations by gender, from 1 July 2003 to 30 June 2004



Promotion of staff

68. Promotion is defined as the movement of staff to a higher grade, except for movement to the Professional category of staff from the General Service and related categories, which is considered "recruitment", pursuant to General Assembly resolution 55/258. During the period between 1 July 2003 and 30 June 2004, 1,111 promotions were registered in the Secretariat. The gender distribution of the promotions showed the percentage breakdown to be 49/51 in favour of male staff. Among the promotions, women were 47.5 per cent in the Director category, 47.2 per cent in the Professional category and 49.3 per cent in the General Service and related categories.

69. The Department of Management (204), the Department for General Assembly and Conference Management (122), the United Nations Office at Geneva (119), the United Nations Office at Vienna (100), the Department of Peacekeeping Operations (64) and the Department of Public Information (58) had more than 50 promotions in 2003/04. The United Nations Fund for International Partnerships (1), the Office of the United Nations Security Coordinator (2), the United Nations Monitoring, Verification and Inspection Commission (2), the Office of Mission Support of the

Department of Peacekeeping Operations (4), the United Nations Human Settlements Programme (6) and the Department for Disarmament (8) had the fewest promotions.

Transfer of staff

70. Transfers are defined as lateral staff movements, with a change of assignment involving two departments or offices at one or more duty stations. During the period under review, there were 257 transfers Secretariatwide. A greater number of transfers by female staff (62.3 per cent of the total number of transfers) were registered, compared to male staff. Transfers among staff with fixed-term appointments (63.4 per cent) were high compared to the staff with permanent appointments (34.6 per cent) and probationary appointments (2 per cent).

71. Most transfers occurred into or out of the Department of Management (40), the Department of Peacekeeping Operations (29), and the United Nations Office at Geneva (24), followed by the Department of Economic and Social Affairs (20), the Department for General Assembly and Conference Management (17) and the Department of Public Information (17).

72. In section VIII of its resolution 57/305, the General Assembly approved the Secretary-General's proposal contained in his report (A/56/816) on placement of staff members serving in the Executive Office of the Secretary-General and requested him to report on the implementation of the procedure. During the reporting period from 1 July 2003 to 30 June 2004, the procedure has applied to two staff members at the D-1 and P-3 levels, who were transferred to posts at the same level in departments or offices outside the Executive Office of the Secretary-General.

Turnover of staff

73. Turnover rates are based on the calculation of a standard labour turnover index, which is obtained by comparing the number of actual staff departures over the period from 1 July 2003 to 30 June 2004, with the number of active staff as at 1 July 2003. Turnover rates for 2003/04 are presented in table 8 by category of staff and take into account all causes of separation, except expiration of appointment. While the turnover for Directors is 100 per cent higher than that of the staff as a whole, the turnover for staff in the Professional category is close to the overall turnover rate. Current turnover percentages for Professionals and Directors help to open up promotion and recruitment prospects and are central to staff-replacement plans.

Table 8
Turnover rates for the period from 1 July 2003 to 30 June 2004

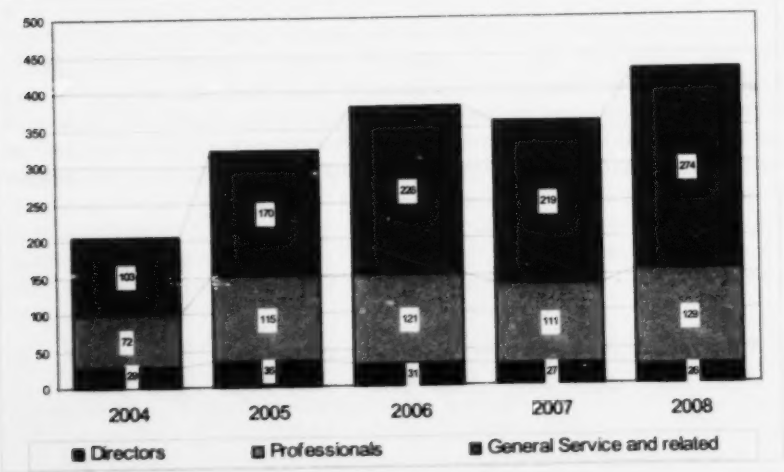
Directors	11.0 per cent
Professional category	4.7 per cent
General Service and related categories	5.5 per cent
Total staff	**5.4 per cent**

C. Forecasts of anticipated retirements, 2004-2008

All Secretariat staff

74. A total of 1,689 Secretariat staff will reach the mandatory retirement age during the next five years (14.6 per cent of the current overall workforce). An average of 338 staff will retire each year, ranging from a low of 204 in 2004 to a high of 429 in 2008. Figure 13 illustrates that 149 Directors will retire over the five-year period, accounting for 8.8 per cent of all retirements, 548 staff (32.4 per cent) will retire from the Professional category and 992 staff (58.7 per cent) from the General Service and related categories. During the period from 2004 to 2008, more women than men will retire (867 women, compared to 822 men). In the Professional and higher categories, nearly two of every three retirees will be male (P-2 to D-2: 64.8 per cent of men). This demographic situation holds important potential for substantial improvement of geographical and gender distribution.

Figure 13
Anticipated retirements, by category, from 2004 to 2008
(Total anticipated retirements: 1,689)



75. Retirement rates at senior levels (P-5, D-1 and D-2) will be important in a number of departments. The following subparagraphs contain a comparison of the number of expected retirements at these levels by department and office, with their present staff strength, in the Professional and higher categories. Departments and offices have been divided into two groups corresponding to the percentage of their strategic replacement needs:

(a) Departments and offices with low strategic replacement needs (less than 5 per cent replacement of their present staff in the Professional and higher categories): the Department of Peacekeeping Operations, the Economic Commission for Latin America and the Caribbean, the United Nations Compensation Commission and the United Nations Office at Nairobi;

(b) Departments and offices with medium strategic replacement needs (between 5 and 15 per cent of their present staff in the Professional and higher categories): the Department for Disarmament Affairs, the Department for General Assembly and Conference Management, the Department of Management (the Office of the Under-Secretary-General, the Office of Central Support Services, the Office of Human Resources Management and the Office of Programme Planning, Budget and Accounts), the Department of Public Information, the Economic Commission for Africa, the Economic Commission for Europe, the Economic and Social Commission for Asia and the Pacific, the Office of Mission Support of the Department of Peacekeeping Operations, the Office for the Coordination of Humanitarian Affairs, the Office of the United Nations High Commissioner for Human Rights, the Office of Internal Oversight Services, the Office of Legal Affairs, the Office of the Secretary-General, the United Nations Conference on Trade and Development, the United Nations Environment Programme, the United Nations Fund for International Partnerships, the United Nations Human Settlements Programme, the United Nations Monitoring, Verification and Inspection Commission, the United Nations Office on Drugs and Crime, the United Nations Office at Geneva, the United Nations Office at Vienna and the Office of the United Nations Security Coordinator;

(c) Departments and offices with high strategic replacement needs (over 15 per cent of their present staff in the Professional and higher categories): the Department of Economic and Social Affairs, the Office of the Capital Master Plan of the Department of Management, the Department of Political Affairs and the Economic and Social Commission for Western Asia.

76. Monitoring of expected staff retirements in the P-5, D-1 and D-2 grades helps to forecast staff replacement requirements. Replacement needs for the P-5 grade for the coming five years are 29.1 per cent of their present number. At the D-2 and D-1 grades they are higher, namely, 38.5 per cent. This is illustrated in table 9.

Table 9
Replacement needs, due to retirement, at the D-1/D-2 and P-5 grades, from 2004 to 2008

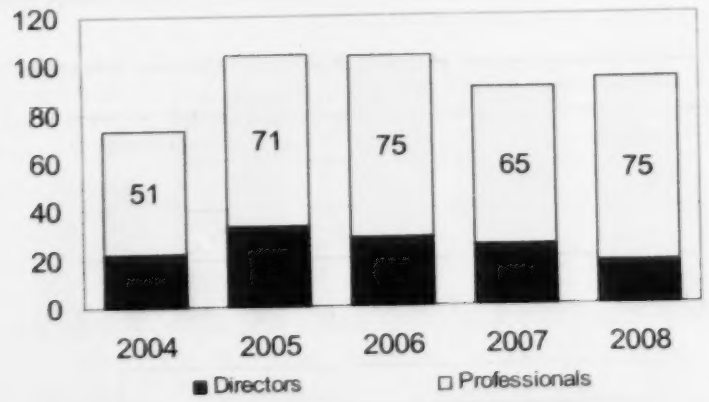
	All posts			*Posts subject to geographical distribution*		
Year	*D-1/D-2*	*P-5*	*Total*	*D-1/D-2*	*P-5*	*Total*
2004	29	26	**55**	22	21	**43**
2005	36	56	**92**	33	32	**55**
2006	31	51	**82**	28	30	**58**
2007	27	44	**71**	25	26	**51**
2008	26	50	**76**	18	31	**49**
Total	**149**	**227**	**376**	**126**	**140**	**266**

Staff occupying posts subject to geographical distribution

77. Of the current 2,515 staff on posts subject to geographical distribution, 463 will retire between 2004 and 2008 (18.4 per cent). Retirements will average 93 staff members a year, ranging from a low of 73 in 2004 to a high of 104 in 2005. Figure 14 indicates the breakdown between the Director and Professional categories.

78. All staff on posts subject to geographical distribution from four countries[7] will retire in the next five years, while 13 countries[8] will see their current staff reduced by more than 50 per cent, as a result of retirement. Fifty-five countries[9] will have their staff reduced by between 20 and 50 per cent, 24 countries[10] by 10 to 20 per cent and 10 countries[11] by 1 to 10 per cent. There will be no retirements for staff from the remaining 85 represented countries in the coming five years.

Figure 14
Anticipated retirements, by category, from 2004 to 2008, for staff in posts subject to geographical distribution
(Total anticipated retirements: 463)



V. Conclusion

79. The General Assembly is invited to take note of the present report.

Notes

[1] An additional national competitive examination, which is not counted in the seven occupational groups mentioned above, will be held in September 2004 for associate radio producers in the Arabic, Russian and Spanish languages.

[2] The following two populations have been defined for analytical purposes:

Population 1: All Secretariat personnel, irrespective of source of funding, holding an appointment of one year or more under the 100 series of the Staff Rules, with the exception of mission appointees, Field Service staff and language teachers. As at 30 June 2004, the size of this population was 11,579, which includes the following categories:

- Under-Secretary-General and Assistant Secretary-General
- Director (D-2) and Principal Officer (D-1), hereafter referred to as the Director category
- Senior, First, Second, Associate and Assistant Officer (P-5, P-4, P-3, P-2 and P-1), hereafter referred to as the Professional category
- General Service (G-7 to G-1) and related categories (Security Service and Trades and Crafts) hereafter referred to as the General Service and related categories

Population 2: All Secretariat staff, irrespective of source of funding, with the same restrictions as population 1, in the Professional and higher categories (4,459).

[3] This does not include the aggregated total staff covering four offices under the Department of Management.

[4] Departments and offices with more than 450 staff are the United Nations Office at Geneva, the Department for General Assembly and Conference Management, the Office of Central Support Services of the Department of Management, the United Nations Environment Programme, the Economic Commission for Africa, the Department of Public Information, the Economic and Social Commission for Asia and the Pacific, the Department of Peacekeeping Operations, the Department of Economic and Social Affairs, the United Nations Office at Vienna, the United Nations Office at Nairobi and the Office of Mission Support of the Department of Peacekeeping Operations.

[5] Unrepresented Member States: Brunei Darussalam, Comoros, Guinea-Bissau, Kiribati, Liechtenstein, Marshall Islands, Monaco, Nauru, Palau, Samoa, Sao Tome and Principe, Timor-Leste, Turkmenistan and United Arab Emirates.

[6] The Office of Central Support Services of the Department of Management (131 Professional staff); the United Nations Monitoring, Verification and Inspection Commission (47 Professional staff) and the Office of the United Nations Security Coordinator (21 Professional staff).

[7] Angola, Chad, Malta and Yemen.

[8] Barbados, Democratic Republic of the Congo, Ecuador, Gambia, Iraq, Liberia, Malawi, Mauritius, Oman, Panama, Sierra Leone, Somalia and the Transitional Islamic State of Afghanistan.

[9] Algeria, Bangladesh, Benin, Burkina Faso, Cambodia, Cape Verde, Chile, Colombia, Costa Rica, Congo, Cyprus, Dominican Republic, Egypt, El Salvador, Ethiopia, Finland, Greece, Guatemala, Guyana, Haiti, Iran (Islamic Republic of), Ireland, Israel, Jamaica, Jordan, Kenya, Lebanon, Mauritania, Mexico, Morocco, Nepal, Netherlands, Nigeria, Pakistan, Peru, Poland, Russian Federation, Saint Kitts and Nevis, Saudi Arabia, Senegal, Singapore, Slovenia, Sudan, Suriname, Swaziland, Switzerland, Syrian Arab Republic, Togo, Turkey, Tunisia, United

Kingdom of Great Britain and Northern Ireland, United Republic of Tanzania, United States of America, Viet Nam and Zambia.

[10] Australia, Belarus, Belgium, Brazil, Bulgaria, Cameroon, Canada, China, Cuba, Denmark, Eritrea, France, Germany, Malaysia, Mali, New Zealand, Philippines, Serbia and Montenegro, Sri Lanka, Sweden, Thailand, Uganda, Ukraine and Uruguay.

[11] Argentina, Austria, Ghana, India, Italy, Japan, Republic of Korea, Spain, Trinidad and Tobago and Zimbabwe.

Annex

Comprehensive statistical tables

Table A.1
Staff in posts subject to geographical distribution
by nationality, grade and gender

Country of nationality	No. of staff 30/06/2003		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		No. of staff 30/06/2004		Midpoint	Desirable range
	Total	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F*	Total		
Albania	5	4											1					3			3	4	5.80	1-14
Algeria	6	2							2	1					2	1					2	6	7.47	3-14
Andorra																1					1	1	5.73	1-14
Angola	1												1									1	5.96	1-14
Antigua and Barbuda														1							1	1	5.70	1-14
Argentina	27	16	1				1			2	3		2	5	1	2	4	8			17	29	20.68	16-25
Armenia	6	1					1								3		1					5	5.75	1-14
Australia	27	10						1	1	1	11	4	4		1	4	5	8			18	40	29.72	25-35
Austria	22	12								1	1	1	2	2	4	4	5	4			12	24	18.58	14-23
Azerbaijan	3	2												1	1			2			3	4	5.91	1-14
Bahamas	8	7													1	6	1	1			7	9	5.85	1-14
Bahrain																							6.12	1-14
Bangladesh	10		1						1		5		3									10	8.96	4-14
Barbados	3	3										2									2	2	5.81	1-14
Belarus	11								3				4		4							11	6.13	1-14
Belgium	27	12					2		2	3	3	2	4	2	5	0	1	2			13	30	21.75	17-27
Belize	3	1											1				1	1			1	3	5.67	1-14
Benin	4										2		1		1							4	5.83	1-14
Bhutan	4										1		2		1							4	5.72	1-14
Bolivia	7	3										1			4	2					3	7	5.90	1-14
Bosnia and Herzegovina	4	2									1				2		1	2			2	6	5.79	1-14
Botswana	2	1															1					1	5.87	1-14
Brazil	35	11	1				1		2	1	6	2	10	2	5	3	1	2			10	36	32.11	27-37
Brunei Darussalam																							6.17	1-14
Bulgaria	14	4							1		2	2	7	1		2					5	15	6.88	1-14
Burkina Faso	5	3							1	1						2					3	4	5.96	1-14
Burundi	7	2									1		1	1	3						1	6	5.82	1-14
Cambodia	3	1											1	1			1				1	3	5.99	1-14
Cameroon	15	5							1		3	1	4	1	1	4					6	15	6.12	1-14
Canada	53	22		1			1		3	3	10	2	11	13	4	2		1			22	51	48.10	41-55
Cape Verde	3										1		1		2							4	5.68	1-14
Central African Republic	4										1		1		1		1					4	5.75	1-14
Chad	3										1				1							2	5.85	1-14
Chile	28	12			1			1		2			2	2	5	3	7	2			10	25	9.31	5-14
China	52	29	1				1	1	2	4	7	3	6	5	2	8	5	12			32	57	64.17	55-74
Colombia	11	3	1								3		1	2	3	1					9	11	8.91	4-14
Comoros	1																						5.69	1-14
Congo	4												2		1							3	5.75	1-14
Costa Rica	4	2							1	1				1	1						2	4	6.19	1-14
Côte d'Ivoire	10	1									2		3		5							10	6.16	1-14
Croatia	7	4										1		2	2	1	1				4	7	6.30	1-14
Cuba	6	2										1	1		2	1	1				2	6	6.54	2-14
Cyprus	4						1				1						1					3	6.25	1-14
Czech Republic	5	2					1				1	2	2								2	6	8.59	4-14
Democratic People's Republic of Korea	1																1					1	6.29	1-14
Democratic Republic of the Congo	5	2									1		1	2		1	1				3	6	6.83	2-14
Democratic Republic of Timor-Leste																							5.69	1-14
Denmark	20	5					1				2		3	3	1	2	3	1			7	16	16.43	12-21
Djibouti	6	1									2				1		2	1			1	6	5.68	1-14
Dominica	4	1													2		1					3	5.67	1-14

Country of nationality	No. of staff 30/06/2003		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		No. of staff 30/06/2004		Midpoint	Desirable range
	Total	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F*	Total		
Dominican Republic	6	1									2		2		1			1			1	6	6.36	2-14
Ecuador	6	2								1			2		1	1	1				2	6	6.22	1-14
Egypt	14	5		1			1		2	1	5		1	1		1		1			5	14	8.98	4-14
El Salvador	7	3									1				3	3		1			4	8	6.12	1-14
Equatorial Guinea	3	1											2									2	5.69	1-14
Eritrea	6	2											2		1	2	1				2	6	5.76	1-14
Estonia	4	2													1	1	1	1			2	4	5.86	1-14
Ethiopia	17	6					1		2	1			3	3	2	1	5	1			6	19	7.23	2-14
Fiji	9	7													1	3	1	4			7	9	5.73	1-14
Finland	15	5					1		1		3	1	3	1	1	3	2	1			6	17	13.68	9-18
France	96	48	1			1	2	1	5	5	16	7	14	13	7	10	10	13			50	105	96.49	82-111
Gabon	2														2							2	5.82	1-14
Gambia	4	1					2				1					1					1	4	5.70	1-14
Georgia	3										2		1									3	5.81	1-14
Germany	133	51	1			1	2	2	9		22	8	20	11	14	15	18	14			51	137	136.06	116-156
Ghana	14	7	1						2		1	2	4	3							5	13	6.16	1-14
Greece	8	4								1	4	1		1			1	1			4	9	13.76	9-19
Grenada	2														2							2	5.67	1-14
Guatemala	3	2												1	1	1					2	3	6.37	2-14
Guinea	3	1											1		1							2	5.88	1-14
Guinea-Bissau																							5.70	1-14
Guyana	13	10			1			1		1			1	4		4		1			11	13	5.69	1-14
Haiti	3	2						1						1	1						2	3	5.88	1-14
Honduras	2												1		1							2	5.88	1-14
Hungary	9	2								1	2		2	1	3						2	9	7.74	3-14
Iceland	4	1									1		1		1		1	1			1	5	6.17	1-14
India	48	16	1					2	5	2	4		9	7	7	4	3	3			18	47	34.80	30-40
Indonesia	10	6										1	1	1	2	2	4	2			6	13	12.49	8-17
Iran (Islamic Republic of)	9	5							1	1	2	3		1		1					6	9	9.47	5-14
Iraq	4	2							1	1	1		1	1		1					3	6	6.43	2-14
Ireland	14	3				1			1		4		2	3		1	3				5	15	10.94	6-16
Israel	8	4								2	1	2			2		1				4	8	12.73	8-18
Italy	94	46	1		1		2	1	1	1	6	4	15	9	14	24	10	13			52	102	79.43	68-91
Jamaica	12	7				1						1	2	4	2	2	1				8	13	5.83	1-14
Japan	112	65	1					1	3	2	6	8	17	21	17	22	2	10			64	110	297.50	253-342
Jordan	6	2									1	1	4		1	1					2	8	5.94	1-14
Kazakhstan	7	3														1	4	2			3	7	6.36	2-14
Kenya	21	11							1	1	5	4	3	2	1	7					14	24	6.48	2-14
Kiribati																							5.67	1-14
Kuwait	2	2						1													1	1	8.11	3-14
Kyrgyzstan	4	1										1					3	1			2	5	5.78	1-14
Lao People's Democratic Republic	1												1									1	5.79	1-14
Latvia	2	1													1		1	1			1	3	5.93	1-14
Lebanon	17	6							1		2	1	2	1	4	2	1	1			5	15	6.09	1-14
Lesotho	3	3												2		1					3	3	5.71	1-14
Liberia	5	4								1	1	1		2		1					5	6	5.74	1-14
Libyan Arab Jamahiriya	2										1		1									2	7.73	3-14
Liechtenstein	1	1																					5.73	1-14
Lithuania	5	3												1	2	1					2	4	6.08	1-14
Luxembourg	9	1											2		3	1					1	5	6.81	2-14
Madagascar	3	1									1				1	1					1	3	6.07	1-14

Country of nationality	No. of staff 30/06/2003		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		No. of staff 30/06/2004		Midpoint	Desirable range
	Total	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F[a]	Total		
Malawi	7										1		2		1							4	5.93	1-14
Malaysia	9	5							1		1	3			1		1	1			4	8	9.19	4-14
Maldives	1														1							1	5.68	1-14
Mali	8	2						1	1		3				2	1					2	8	5.96	1-14
Malta	1								1													1	5.87	1-14
Marshall Islands																							5.67	1-14
Mauritania	3								1				1		1							3	5.73	1-14
Mauritius	2				1		1															2	5.84	1-14
Mexico	15	9					1	1	2	2	1	1	2	2	1	2		1			9	16	35.84	30-41
Micronesia (Federated States of)	1														1							1	5.67	1-14
Monaco																							5.70	1-14
Mongolia	5	2											1	2	2						2	5	5.73	1-14
Morocco	9	4								1	2	1	1	1		1					4	7	7.01	2-14
Mozambique	3								1		1						1					3	6.07	1-14
Myanmar	5	1											2				2					4	6.87	2-14
Namibia	3	1			1									1			1				1	3	5.79	1-14
Nauru																							5.67	1-14
Nepal	10										2		6		1							9	6.25	1-14
Netherlands	29	5					1		5		7	2	10	2	1	2					6	30	31.10	26-36
New Zealand	11	5			1			1	1	1	1	2	1	1	1						5	10	9.02	4-14
Nicaragua	6	4											1	2	1	2					4	6	5.79	1-14
Niger	2	2						1								1	1				2	3	5.93	1-14
Nigeria	19	4							2		5		3	1	3	2	1				3	17	8.94	4-14
Norway	5	1	1				1				2			1	1	1		1			3	8	15.84	11-21
Oman	2	1					1			1							1				1	3	6.76	2-14
Pakistan	17	5	1				2		2		2	1	2	3	3			1			5	17	9.77	5-15
Palau																							5.67	1-14
Panama	2	1					1							1							1	2	6.00	1-14
Papua New Guinea	3												1		1		1					3	5.82	1-14
Paraguay	3	2													1	1		1			2	3	5.96	1-14
Peru	11	3					2		2	1	1		2	2	2						3	12	7.60	3-14
Philippines	56	36						1			1	8	5	11	9	10	1	5			35	51	8.78	4-14
Poland	13	2							2		1	2	3		2		1				2	11	13.33	9-18
Portugal	5	1											2		2	2		2			4	8	12.85	9-18
Qatar	1														1							1	6.62	2-14
Republic of Korea	24	7	1								2	1	7	3	6	4	2	1			9	27	13.35	28-38
Republic of Moldova									1													1	5.76	1-14
Romania	11	3									1		2		4	2	1	1			3	11	7.03	2-14
Russian Federation	113	15	1				2		11		19	4	38	5	20	5	1				14	106	25.07	20-30
Rwanda	5												1		1		3					5	5.85	1-14
Saint Kitts and Nevis	5	3											1	1		2	1				3	5	5.67	1-14
Saint Lucia	3	1													1	1					1	2	5.69	1-14
Saint Vincent and the Grenadines	3	1												1	2						1	3	5.67	1-14
Samoa																							5.67	1-14
San Marino	2	2																2			2	2	5.70	1-14
Sao Tome and Principe																							5.67	1-14
Saudi Arabia	7	6								1		1		3	1			1			6	7	16.76	12-22
Senegal	15	4			1		2		2		2	1	2		3	2					3	15	5.95	1-14
Serbia and Montenegro	8	1									2		2		2	1					1	7	6.16	1-14
Seychelles	2	1									1		1			1					1	3	5.69	1-14
Sierra Leone	6	3						1				2			1						3	4	5.78	1-14
Singapore	9	4	1		1		1		1	2				2	1	1					5	10	11.51	7-16
Slovakia	5	1		1									4								1	5	6.53	2-14

Country of nationality	No. of staff 30/06/2003		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		No. of staff 30/06/2004		Midpoint	Desirable range
	Total	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F*	Total		
Slovenia	3	1			1				1							1		2			3	5	6.91	2-14
Solomon Islands	1																1					1	5.68	1-14
Somalia	4	1										1	1		2						1	4	5.88	1-14
South Africa	11	4									2	1	2		4	1	1	1			3	12	10.96	6-16
Spain	51	25							1		2	3	6	3	11	14	5	5			24	49	43.96	37-51
Sri Lanka	8	4										1	4	2		1					4	8	6.32	2-14
Sudan	8	2							1		1		3			1					1	6	6.50	2-14
Suriname	2												1	1			1				1	3	5.68	1-14
Swaziland	4	2							1						1	2					2	4	5.71	1-14
Sweden	34	19			1			1	1		5	2	2	1	1	2	1	13			19	30	20.67	16-25
Switzerland	10	4							2	1	1		3	1		3					5	11	23.58	19-28
Syrian Arab Republic	11	9									2		1	2	1	2		1			5	9	6.60	2-14
Tajikistan	1																1					1	5.80	1-14
Thailand	20	10							1	1	1	2	3	3	1	2	2	1			9	17	10.11	5-15
The former Yugoslav Republic of Macedonia	4	1													3	1					1	4	5.79	1-14
The Transitional Islamic State of Afghanistan	4												2									2	6.20	1-14
Togo	7										1		3				3					7	5.77	1-14
Tonga	1	1																1			1	1	5.67	1-14
Trinidad and Tobago	13	9						1		1				1	1	6	2				9	12	6.01	1-14
Tunisia	10	2			1		1		2	1	1		2	1	1						2	10	6.34	2-14
Turkey	12	5							1	1			2	1	2	2					5	11	12.71	8-18
Turkmenistan																							5.83	1-14
Tuvalu	1												1									1	5.67	1-14
Uganda	20	7					1		3		4	1	2	4	3	3	1				8	22	6.30	1-14
Ukraine	19	2							2		9		7		3	2					2	19	7.28	2-14
United Arab Emirates																							9.21	4-14
United Kingdom of Great Britain and Northern Ireland	98	41	1		1		6	1	8	2	19	12	15	11	7	13	2	6			45	104	97.91	83-113
United Republic of Tanzania	11	6		1							1	1	1	2	2	2					6	10	6.54	2-14
United States of America	319	175		1		1	5	3	12	25	34	36	51	54	27	34	13	17			171	313	338.67	288-389
Uruguay	9	4						1			3		1	1		1		1			4	8	6.44	2-14
Uzbekistan																	1					1	6.42	2-14
Vanuatu	1								1													1	5.67	1-14
Venezuela	12	7					1			1	1		1	2	2		1	1			4	10	8.75	4-14
Viet Nam	3	1									1		1	1							1	3	7.71	3-14
Yemen	3								1		1											2	6.17	1-14
Zambia	7	1							1		1		2		1	1	1				1	7	5.92	1-14
Zimbabwe	10	5									4	2	1	1	3	2					5	13	6.04	1-14
Subtotal	*2489*	*1040*	*17*	*5*	*12*	*5*	*50*	*20*	*131*	*85*	*314*	*161*	*423*	*277*	*330*	*314*	*173*	*188*			*1063*	*2513*		
Others																								
Palestine																								
Stateless	2						1						1									2		
Subtotal	*2*						*1*						*1*									*2*		
Total	2491	1040	17	5	12	5	51	20	131	85	314	163	424	277	330	314	173	188			1063	2515		

[a] The number of female staff is included in the total.

Table A.2
Staff in posts subject to geographical distribution by nationality and type of appointment

(number) of nationality	*30 June 2003*					*30 June 2004*				
	Type of appointment (number)				*Percentage of fixed-term*	*Type of appointment (number)*				*Percentage of fixed-term*
	Permanent	*Probationary*	*Fixed-term*	*Total*		*Permanent*	*Probationary*	*Fixed-term*	*Total*	
Albania	1	2	3	6	60.0	2	1	1	4	25.0
Algeria	3		3	6	50.0	2		4	6	66.7
Andorra										
Angola	1			1		1			1	
Antigua and Barbuda						1			1	
Argentina	5	11	11	27	40.7	12	5	12	29	41.4
Armenia	4		2	6	33.3	4		1	5	20.0
Australia	9	1	17	27	63.0	7	13	10	40	50.0
Austria	7	8	7	22	31.8	10	6	8	24	33.3
Azerbaijan	2	1		3		2	1	1	4	25.0
Bahamas	8			8		8	1		9	
Bahrain										
Bangladesh	4		6	10	60.0	4		6	10	60.0
Barbados	2		1	3	33.3	2			2	
Belarus	10		1	11	9.1	10		1	11	9.1
Belgium	15	1	11	27	40.7	18		12	30	40.0
Belize	3			3		3			3	
Benin	1		3	4	75.0	1		3	4	75.0
Bhutan	6			6		4			4	
Bolivia	5		2	7	28.6	5		2	7	28.6
Bosnia and Herzegovina	1	3		4		3	1	2	6	33.3
Botswana	2			2		1			1	
Brazil	17	2	16	35	45.7	17	3	16	36	44.4
Brunei Darussalam										
Bulgaria	5		9	14	64.3	5		10	15	66.7
Burkina Faso	2		3	5	60.0	1		3	4	75.0
Burundi	5		2	7	28.6	6		2	8	33.3
Cambodia	1		2	3	66.7	1		2	3	66.7
Cameroon	5		10	15	66.7	4		11	15	73.3
Canada	14		39	53	73.6	11		40	51	78.4
Cape Verde	3			3		3		1	4	25.0
Central African Republic	3		1	4	25.0	3		1	4	25.0
Chad	3			3		2			2	
Chile	17		11	28	39.3	16		9	25	36.0
China	20	12	20	52	38.5	36	9	23	67	40.3
Colombia	3		8	11	72.7	3		8	11	72.7
Comoros	1			1						
Congo	2		2	4	50.0	1		2	3	66.7
Costa Rica	1		3	4	75.0	1		3	4	75.0
Côte d'Ivoire	8		2	10	20.0	8		2	10	20.0
Croatia	5		2	7	28.6	5		2	7	28.6
Cuba	5		1	6	16.7	5		1	6	16.7
Cyprus	2		2	4	50.0	2		1	3	33.3
Czech Republic	4		1	5	20.0	4		2	6	33.3
Democratic People's Republic of Korea	1			1		1			1	
Democratic Republic of the Congo	2	1	2	5	40.0	3		3	6	50.0
Democratic Republic of Timor-Leste										
Denmark	8	2	10	20	50.0	7		9	16	56.3
Djibouti	2		4	6	66.7	2		4	6	66.7
Dominica	3		1	4	25.0	3			3	
Dominican Republic	5		1	6	16.7	5		1	6	16.7
Ecuador	5		1	6	16.7	5		1	6	16.7
Egypt	4	1	9	14	64.3	4		10	14	71.4
El Salvador	6		1	7	14.3	7		1	8	12.5
Equatorial Guinea	3			3		2			2	
Eritrea	6			6		6			6	
Estonia	4			4		4			4	
Ethiopia	11		6	17	35.3	10		9	19	47.4
Fiji	8		1	9	11.1	8		1	9	11.1
Finland	5	2	8	15	53.3	6	2	9	17	52.9
France	46	6	44	96	45.8	48	10	47	105	44.8
Gabon	2			2		2			2	
Gambia	3		1	4	25.0	3		1	4	25.0
Georgia	1		2	3	66.7	1		2	3	66.7
Germany	95	15	23	133	17.3	96	19	36	137	19.0
Ghana	1		13	14	92.9			13	13	100.0
Greece	9			9		8	1		9	
Grenada	2			2		2			2	
Guatemala	1		2	3	66.7	1		2	3	66.7
Guinea	2		1	3	33.3	1		1	2	50.0

Country of nationality	30 June 2003					30 June 2004				
	Type of appointment (number)				Percentage of fixed-term	Type of appointment (number)				Percentage of fixed-term
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationary	Fixed-term	Total	
Guinea-Bissau										
Guyana	11		2	13	15.4	12		1	13	7.7
Haiti	3			3		3			3	
Honduras	2			2		2			2	
Hungary	4		5	9	55.6	4		5	9	55.6
Iceland	3	1	1	4	25.0	2	2	1	5	20.0
India	24		22	48	45.8	24		23	47	48.9
Indonesia	7	2	1	10	10.0	9	3	1	13	7.7
Iran (Islamic Republic of)	7		2	9	22.2	7		2	9	22.2
Iraq	1		3	4	75.0			6	6	100.0
Ireland	8		6	14	42.9	7		8	15	53.3
Israel	6		2	8	25.0	6		2	8	25.0
Italy	55	21	18	94	19.1	58	19	25	102	24.5
Jamaica	9		3	12	25.0	9		4	13	30.8
Japan	83	11	18	112	16.1	84	8	18	110	16.4
Jordan	3		3	6	50.0	3		5	8	62.5
Kazakhstan	1	6		7		4	3		7	
Kenya	5		16	21	76.2	4		20	24	83.3
Kiribati										
Kuwait			2	2	100.0			1	1	100.0
Kyrgyzstan	1	2	1	4	25.0	3	1	1	5	20.0
Lao People's Democratic Republic			1	1	100.0			1	1	100.0
Latvia	2			2		3			3	
Lebanon	14		3	17	17.6	11		4	15	26.7
Lesotho	2		1	3	33.3	2		1	3	33.3
Liberia	4		1	5	20.0	5		1	6	16.7
Libyan Arab Jamahiriya	2			2		2			2	
Liechtenstein	1			1						
Lithuania	4		1	5	20.0	3		1	4	25.0
Luxembourg	4		1	5	20.0	4		1	5	20.0
Madagascar	1		2	3	66.7	1		2	3	66.7
Malawi	3		4	7	57.1	2		2	4	50.0
Malaysia	4		5	9	55.6	4		4	8	50.0
Maldives	1			1		1			1	
Mali	4		4	8	50.0	4		4	8	50.0
Malta	1			1		1			1	
Marshall Islands										
Mauritania	2		1	3	33.3	2		1	3	33.3
Mauritius	1		1	2	50.0	1		1	2	50.0
Mexico	10		5	15	33.3	10		6	16	37.5
Micronesia (Federated States of)	1			1		1			1	
Monaco										
Mongolia	4		1	5	20.0	4		1	5	20.0
Morocco	8		1	9	11.1	6		1	7	14.3
Mozambique	1		2	3	66.7	1		2	3	66.7
Myanmar	2		3	5	60.0	1		3	4	75.0
Namibia	2		1	3	33.3	2		1	3	33.3
Nauru										
Nepal	3		7	10	70.0	2		7	9	77.8
Netherlands	17		12	29	41.4	16		14	30	46.7
New Zealand	6		5	11	45.4	5		5	10	50.0
Nicaragua	4		2	6	33.3	4		2	6	33.3
Niger	1		1	2	50.0	1	1	1	3	33.3
Nigeria	6		13	19	68.4	6		11	17	64.7
Norway	3		2	5	40.0	3	1	4	8	50.0
Oman	2			2		2	1		3	
Pakistan	7		10	17	58.8	7		10	17	58.8
Palau										
Panama	1		1	2	50.0	1		1	2	50.0
Papua New Guinea	3			3		3			3	
Paraguay	3			3		3			3	
Peru	7		4	11	36.4	7		5	12	41.7
Philippines	51		5	56	8.9	46		5	51	9.8
Poland	8		5	13	38.5	7		4	11	36.4
Portugal	4		1	5	20.0	6	2	2	8	25.0
Qatar			1	1	100.0			1	1	100.0
Republic of Korea	17	1	6	24	25.0	18	1	8	27	29.6
Republic of Moldova								1	1	100.0
Romania	10		1	11	9.1	10		1	11	9.1
Russian Federation	65		48	113	42.5	60		46	106	43.4

Country of nationality	30 June 2003					30 June 2004				
	Type of appointment (number)				Percentage of fixed-term	Type of appointment (number)				Percentage of fixed-term
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationary	Fixed-term	Total	
Rwanda	5			5		5			5	
Saint Kitts and Nevis	4		1	5	20.0	4		1	5	20.0
Saint Lucia	2		1	3	33.3	2			2	
Saint Vincent and the Grenadines	1		2	3	66.7	1		2	3	66.7
Samoa										
San Marino	2			2		2			2	
Sao Tome and Principe										
Saudi Arabia	5	1	1	7	14.3	6		1	7	14.3
Senegal	8		7	15	46.7	7		8	15	53.3
Serbia and Montenegro	6		2	8	25.0	6		1	7	14.3
Seychelles	2		1	3	33.3	2		1	3	33.3
Sierra Leone	3		3	6	50.0	1		3	4	75.0
Singapore	8		1	9	11.1	7		3	10	30.0
Slovakia	4		1	5	20.0	4		1	5	20.0
Slovenia	2		1	3	33.3	4		1	5	20.0
Solomon Islands	1			1		1			1	
Somalia	1		3	4	75.0	1		3	4	75.0
South Africa	7		4	11	36.4	6		6	12	50.0
Spain	33	6	12	51	23.5	34	2	13	49	26.5
Sri Lanka	3		5	8	62.5	3		5	8	62.5
Sudan	5		3	8	37.5	3		3	6	50.0
Suriname	2			2		2		1	3	33.3
Swaziland	2		2	4	50.0	2		2	4	50.0
Sweden	18	5	11	34	32.4	16	6	8	30	26.7
Switzerland	4		6	10	60.0	4		7	11	63.6
Syrian Arab Republic	6		5	11	45.4	4		5	9	55.6
Tajikistan		1		1		1			1	
Thailand	17		3	20	15.0	15		2	17	11.8
The former Yugoslav Republic of Macedonia	3		1	4	25.0	3		1	4	25.0
The Transitional Islamic State of Afghanistan	4			4		2			2	
Togo	4		3	7	42.9	3		4	7	57.1
Tonga			1	1	100.0	1			1	
Trinidad and Tobago	12		1	13	7.7	10		2	12	16.7
Tunisia	4		6	10	60.0	4		6	10	60.0
Turkey	8		4	12	33.3	6		5	11	45.4
Turkmenistan										
Tuvalu			1	1	100.0			1	1	100.0
Uganda	3		17	20	85.0	4		18	22	81.8
Ukraine	17		2	19	10.5	16		3	19	15.8
United Arab Emirates										
United Kingdom of Great Britain and Northern Ireland	45	1	52	98	53.1	45	1	58	104	55.8
United Republic of Tanzania	6		5	11	45.4	5		5	10	50.0
United States of America	186	3	130	319	40.7	171	9	133	313	42.5
Uruguay	2		7	9	77.8	2		6	8	75.0
Uzbekistan							1		1	
Vanuatu			1	1	100.0			1	1	100.0
Venezuela	9		3	12	25.0	6		4	10	40.0
Viet Nam	2		1	3	33.3	2		1	3	33.3
Yemen	2		1	3	33.3	2			2	
Zambia	2		5	7	71.4	1		6	7	85.7
Zimbabwe	3		7	10	70.0	3		10	13	76.9
Subtotal	1 440	129	920	2 489	37.0	1 399	133	981	2 513	39.0
Others										
Palestine										
Stateless	1		1	2	50.0	1		1	2	50.0
Subtotal	1		1	2	50.0	1		1	2	50.0
Total	1 441	129	921	2 491	37.0	1 400	133	982	2 515	39.1

Table A.3
Appointments to posts subject to geographical distribution
by nationality, grade and gender
1 July 2003 - 30 June 2004

Country of nationality	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	F
Albania																				
Algeria													1						1	
Andorra														1					1	1
Angola																				
Antigua and Barbuda																				
Argentina	1											1			1	1			4	2
Armenia																				
Australia											2			1	9	7			19	9
Austria													1		1				2	
Azerbaijan												1							1	1
Bahamas															1				1	
Bahrain																				
Bangladesh																				
Barbados																				
Belarus																				
Belgium							1						2	1					4	1
Belize																				
Benin																				
Bhutan																				
Bolivia																				
Bosnia and Herzegovina									1				1						2	
Botswana																				
Brazil							1		1						1				3	
Brunei Darussalam																				
Bulgaria											1	1							2	1
Burkina Faso																				
Burundi																				
Cambodia																				
Cameroon														1					1	1
Canada								1			3	2							6	3
Cape Verde													1						1	
Central African Republic																				
Chad																				
Chile																				
China							1	1			1		1	2	1	3			10	9
Colombia													1						1	
Comoros																				
Congo																				
Costa Rica																				
Côte d'Ivoire													1						1	
Croatia																				
Cuba																				
Cyprus																				
Czech Republic											1								1	
Democratic People's Republic of Korea																				
Democratic Republic of the Congo														1					1	1
Democratic Republic of Timor-Leste																				
Denmark																				
Djibouti																				
Dominica																				
Dominican Republic																				
Ecuador																				
Egypt									1										1	
El Salvador																				
Equatorial Guinea																				
Eritrea																				
Estonia																				
Ethiopia																				
Fiji																				
Finland											1					1			2	1
France									1		1		1	2	7	2			14	4
Gabon																				
Gambia																				
Georgia																				
Germany									1				2	1	5	4			13	5
Ghana							1												1	
Greece															1				1	
Grenada																				
Guatemala																				

Country of nationality	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	%
Guinea																				
Guinea-Bissau																				
Guyana						1													1	1
Haiti																				
Honduras																				
Hungary																				
Iceland															1	1			2	1
India									1		1					1			3	1
Indonesia															2				2	
Iran (Islamic Republic of)														1					1	1
Iraq							1				1			1					3	1
Ireland			1						1										2	1
Israel																				
Italy											2	1	2	7	2	2			16	10
Jamaica										1		1							2	2
Japan	1															3			4	3
Jordan											2								2	
Kazakhstan																				
Kenya								1	1	1				1					4	3
Kiribati																				
Kuwait																				
Kyrgyzstan																				
Lao People's Democratic Republic																				
Latvia																				
Lebanon													1						1	
Lesotho																				
Liberia																				
Libyan Arab Jamahiriya																				
Liechtenstein																				
Lithuania																				
Luxembourg																				
Madagascar																				
Malawi																				
Malaysia																				
Maldives																				
Mali																				
Malta																				
Marshall Islands																				
Mauritania																				
Mauritius																				
Mexico							1												1	
Micronesia (Federated States of)																				
Monaco																				
Mongolia																				
Morocco																				
Mozambique																				
Myanmar																				
Namibia																				
Nauru																				
Nepal																				
Netherlands									1			1							2	1
New Zealand																				
Nicaragua																				
Niger															1				1	
Nigeria																				
Norway	1													1		1			3	2
Oman															1				1	
Pakistan							1												1	
Palau																				
Panama																				
Papua New Guinea																				
Paraguay																				
Peru					1														1	
Philippines						1						1							2	1
Poland																				
Portugal														1		2			3	2
Qatar																				
Republic of Korea												1	1						2	1

Country of nationality	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	F
Republic of Moldova							1												1	
Romania																				
Russian Federation													1						1	
Rwanda																				
Saint Kitts and Nevis																				
Saint Lucia																				
Saint Vincent and the Grenadines																				
Samoa																				
San Marino																				
Sao Tome and Principe																				
Saudi Arabia																				
Senegal											1								1	
Serbia and Montenegro																				
Seychelles																				
Sierra Leone																				
Singapore					1														1	
Slovakia																				
Slovenia																				
Solomon Islands																				
Somalia																				
South Africa													1						1	
Spain													1	1					2	1
Sri Lanka																				
Sudan											1								1	
Suriname																				
Swaziland																				
Sweden															1				1	1
Switzerland												1							1	1
Syrian Arab Republic																				
Tajikistan																				
Thailand																				
The former Yugoslav Republic of Macedonia																				
The Transitional Islamic State of Afghanistan																				
Togo									1										1	
Tonga																				
Trinidad and Tobago																				
Tunisia																				
Turkey													1						1	
Turkmenistan																				
Tuvalu																				
Uganda												1	1						2	1
Ukraine													1						1	
United Arab Emirates																				
United Kingdom of Great Britain and Northern Ireland									2	1	1	1	2	2					9	4
United Republic of Tanzania																				
United States of America					1			2	2	4		3	3	4	1	5	4		29	11
Uruguay																				
Uzbekistan																1			1	
Vanuatu																				
Venezuela					1														1	
Viet Nam																				
Yemen																				
Zambia											1								1	
Zimbabwe													1						1	
Subtotal	3				2	3	2	10	5	16	3	23	16	31	26	36	32		208	86
Others																				
Palestine																				
Stateless																				
Subtotal																				
Total	3				2	3	2	10	5	16	3	23	16	31	26	36	32		208	86

Table A.4

Changes in staff in posts subject to geographical distribution by nationality, type of appointment and gender (as at 30 June 2003 and 30 June 2004)

Country of nationality	No. of staff as of 30/06/03		Appointments						Separations a/						Other staff changes b/		No. of staff as of 30/06/04	
			Career		Non-career		Total		Career		Non-career		Total					
	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
Albania	4	4													1	1	5	5
Algeria	6	2			1		1		1				1				6	2
Andorra			1	1			1	1									1	1
Angola	1																1	
Antigua and Barbuda																		
Argentina	27	10	2	1	2	1	4	2	1		1	1	2	1	1	1	5	4
Armenia	6	1															19	17
Australia	27	10	12	7	3	1	15	8	2				2				40	18
Austria	22	12	1		1		2										14	12
Azerbaijan	3	2			1	1	1	1									4	3
Bahamas	8	7	1				1										9	7
Bahrain																		
Bangladesh	10																10	
Barbados	3	3							1				1		1	1	4	4
Belarus	11								1				1				12	
Belgium	27	12	2		2	1	4	1	1				1				30	13
Belize	3	1															3	1
Benin	4																4	
Bhutan	4																4	
Bolivia	7	3															7	3
Bosnia and Herzegovina	4	2			2		2										6	2
Botswana	2	1													1	1	3	2
Brazil	35	11	1		2		3				2	1	2	1			36	10
Brunei Darussalam																		
Bulgaria	14	4			2	1	2	1									15	5
Burkina Faso	5	3							1				1				4	3
Burundi	7	2															6	1
Cambodia	3	1													1	1	5	2
Cameroon	15	5			1	1	1	1	1				1				15	6
Canada	53	22			6	3	6	3	3		4	2	7	2	4	3	51	23
Cape Verde	3				1		1										4	
Central African Republic	4																4	
Chad	3								1				1				3	
Chile	28	12							2	2	1		3	2			25	10
China	62	20	3	3	7	3	10	6	2	1	2		4	1	1	1	67	33
Colombia	11	3			1		1				1		1				11	3
Comoros	1								1				1					
Congo	4								1				1				3	
Costa Rica	4	3															4	3
Côte d'Ivoire	10	3			1		1								1	1	10	3
Croatia	7	4															7	4
Cuba	6	2															6	2
Cyprus	4																4	
Czech Republic	6	2			1		1				1		1				6	2
Democratic People's Republic of Korea	1																1	
Democratic Republic of the Congo	6	2			1	1	1	1									6	3
Democratic Republic of Timor-Leste																		
Denmark	20	9																
Djibouti	6	1													1	1	10	2
Dominica	4	1															6	1
Dominican Republic	6	1									1	1	1	1			5	1
Ecuador	6	2															6	2
Egypt	14	6			1		1		1				1				6	2
El Salvador	7	3							1				1				14	6
Equatorial Guinea	3	1													1	1	5	2
Eritrea	6	2													1	1	7	3
Estonia	4	2															5	2
Ethiopia	17	6															5	2
Fiji	9	7							1				1		1		9	6
Finland	15	6	1	1	1		2	1									9	7
France	90	48	9	2	5	3	14	4	3	1	1		4	1	1	1	177	87
Gabon	2																105	50
Gambia	4	1															2	
Georgia	3																4	1
Germany	155	51	8	4	5	1	13	5	4	2	2	1	6	3	1	2	5	
Ghana	14	7			2		2		1	1			1	1	2	1	137	51
Greece	8	4	1				1										15	6
Grenada	2																9	4
Guatemala	3	2															2	
Guinea	3	1							1	1			1	1			3	2
Guinea-Bissau																	2	
Guyana	13	10	1	1			1	1			1		1				13	11

Country of nationality	No. of staff as of [illegible]		Appointments						Separations a/						Other staff changes b/		No. of staff as of 30/06/04	
			Career		Non-career		Total		Career		Non-career		Total					
	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
Haiti	3	2															3	2
Honduras	2																2	
Hungary	9	2															9	2
Iceland	4	1	2	1			2	1	1	1			1	1			5	1
India	48	16			2		2		2				3			3	67	18
Indonesia	10	6	2				2								1		13	6
Iran (Islamic Republic of)	9	5			1	1	1	1			1		1				9	6
Iraq	4	2			3	1	3	1	1				1				6	3
Ireland	14	3			2	1	2	1	1				1			1	15	5
Israel	8	4															8	4
Italy	94	46	5	3	11	7	16	10			1		1		-7	-4	102	52
Jamaica	12	7			2	2	2	2			1	1	1	1			13	8
Japan	112	65	3	3	1		4	3			2		2		-4	-4	110	64
Jordan	6	2			2		2										8	2
Kazakhstan	7	3															7	3
Kenya	23	11			4	3	4	3	1				1				24	14
Kiribati																		
Kuwait	2	2													-1	-1	1	1
Kyrgyzstan	4	1													1	1	5	2
Lao People's Democratic Republic	1																1	
Latvia	2	1													1		3	1
Lebanon	17	6			1		1		3	1			3	1			15	5
Lesotho	3	3															3	3
Liberia	5	4													1	1	6	5
Libyan Arab Jamahiriya	2																2	
Liechtenstein	1	1													-1	-1		
Lithuania	5	3													-1	-1	4	2
Luxembourg	5	1															5	1
Madagascar	3	1															3	1
Malawi	7								1		1		2		-1		4	
Malaysia	9	5									1	1	1	1			8	4
Maldives	1																1	
Mali	8	2															8	2
Malta	1																1	
Marshall Islands																		
Mauritania	3																3	
Mauritius	2																2	
Mexico	15	9			1		1										16	9
Micronesia (Federated States of)	1																1	
Monaco																		
Mongolia	5	2															5	2
Morocco	9	4							2				2				7	4
Mozambique	3																3	
Myanmar	5	1							2	1			2	1	1		4	
Namibia	3	1															3	1
Nauru																		
Nepal	10								1				1				9	
Netherlands	29	5			2	1	2	1							-1		30	6
New Zealand	11	5							1				1				10	5
Nicaragua	6	4															6	4
Niger	2	2	1				1										3	2
Nigeria	19	4									1		1		-1	-1	17	3
Norway	5	1	1	1	2	1	3	2									8	3
Oman	2	1	1				1										3	1
Pakistan	17	5			1		1		1				1				17	5
Palau																		
Panama	2	1															2	1
Papua New Guinea	3																3	
Paraguay	3	2															3	2
Peru	11	3			1		1										12	3
Philippines	56	36	1	1	1	1	2	2	5	2			5	2	-2	-1	51	35
Poland	13	2							2				2				11	2
Portugal	5	1	2	2	1	1	3	3									8	4
Qatar	1																1	
Republic of Korea	24	7			2	1	2	1							1	1	27	9
Republic of Moldova					1		1										1	
Romania	11	3															11	3
Russian Federation	113	15			1		1		6	1	1		7	1	-1		106	14
Rwanda	5																5	
Saint Kitts and Nevis	5	3															5	3
Saint Lucia	3	1									1		1				2	1
Saint Vincent and the Grenadines	3	1															3	1
Samoa																		
San Marino	2	2															2	2
Sao Tome and Principe																		
Saudi Arabia	7	0															7	0
Senegal	15	4			1		1		1	1			1	1			15	3
Serbia and Montenegro	8	1									1		1				7	1

Country of nationality	No. of staff as of 30/06/03		Appointments						Separations a/						Other staff changes b/		No. of staff as of 30/06/04	
			Career		Non-career		Total		Career		Non-career		Total					
	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
Seychelles	1	1															1	1
Sierra Leone	6	5							2				2				4	4
Singapore	9	4			1		1		1				1		1	1	10	5
Slovakia	5	1															5	1
Slovenia	3	1													2	2	5	3
Solomon Islands	1																1	
Somalia	4	1															4	1
South Africa	11	4			1		1		1	1			1	1	1		12	3
Spain	51	25			2	1	2	1	2		1	1	3	1	-1	-1	49	24
Sri Lanka	8	4															8	4
Sudan	8	2			1		1		1				1		-2	-1	6	1
Suriname	2														1	1	3	1
Swaziland	4	2															4	2
Sweden	34	19	1	1			1	1	1		4	1	5	1			30	19
Switzerland	10	4			1	1	1	1							1		11	5
Syrian Arab Republic	11	5							1				1		-1		9	5
Tajikistan	1																1	
Thailand	20	10							2		1	1	3	1			17	9
The former Yugoslav Republic of Macedonia	4	1															4	1
The Transitional Islamic State of Afghanistan	4								2				2				2	
Togo	7				1		1		1				1				7	
Tonga	1	1															1	1
Trinidad and Tobago	13	9							2				2		1		12	9
Tunisia	10	2															10	2
Turkey	12	5			1		1		2				2				11	5
Turkmenistan																		
Tuvalu	1																1	
Uganda	20	7			2	1	2	1									22	8
Ukraine	19	2			1		1		1				1				19	2
United Arab Emirates																		
United Kingdom of Great Britain and Northern Ireland	93	41			5	4	5	4	1		1		2				104	45
United Republic of Tanzania	11	6							1				1				10	6
United States of America	319	175	8	3	21	8	29	11	21	9	10	7	31	16	4	-3	313	171
Uruguay	9	4							1				1				8	4
Uzbekistan			1		1		1										1	
Vanuatu	1																1	
Venezuela	12	7			1		1		1	1			1	1	2	2	13	8
Viet Nam	3	1															3	1
Yemen	3										1		1				2	
Zambia	7	1			1		1								1		7	1
Zimbabwe	10	5			3		3										13	5
Subtotal	2 489	1 040	71	35	137	51	208	86	105	26	49	15	154	41	30	23	2 513	1 063
Other																		
Palestine																		
Stateless	2																2	
Subtotal	2																2	
Total	2 491	1 040	71	35	137	51	208	86	105	26	49	15	154	41	30	23	2 515	1 063

a/ Includes all resignations, retirements, expiry of fixed-term appointments and separations from service for any other cause.

b/ Shows gains and losses resulting from staff:

- Movement between posts subject to geographical distribution and posts with special language requirements
- Placed on special leave without pay or returned from such leave
- Detailed or assigned to technical assistance projects or returned from such projects
- Seconded to UNDP or other United Nations bodies or returned from such secondment
- Promoted from the General Service category to the Professional category
- Change of nationality.

Table A.5
Staff in posts with special language requirements by nationality, grade and gender

Country of nationality	No. of staff 30/06/2003		P-5		P-4		P-3		P-2		P-1		No. of staff 30/06/2004	
	Total	F	M	F	M	F	M	F	M	F	M	F	F	Total
Albania														
Algeria	4		1		1		2							4
Andorra														
Angola														
Antigua and Barbuda														
Argentina	25	15	4	4	3	6	2	4		1			15	24
Armenia														
Australia	1													
Austria	5		2		2		1							5
Azerbaijan														
Bahamas														
Bahrain														
Bangladesh														
Barbados														
Belarus	5				2		2							4
Belgium	17	9	3	2	3	3	2	5					10	18
Belize														
Benin	2				2									2
Bhutan														
Bolivia														
Bosnia and Herzegovina														
Botswana														
Brazil	1	1						1					1	1
Brunei Darussalam														
Bulgaria	1		1											1
Burkina Faso	2				1		1							2
Burundi														
Cambodia														
Cameroon	1				1									1
Canada	21	8	1		5	6	7	2		1			9	22
Cape Verde														
Central African Republic														
Chad														
Chile	5	2	1	1		1	2						2	5
China	132	38	10	4	43	18	30	16	4	1			39	126
Colombia	6	5		2		2	1	1					5	6
Comoros														
Congo														
Costa Rica	1	1				1							1	1
Côte d'Ivoire	1				1									1
Croatia														
Cuba	7	4			3	2		2					4	7
Cyprus														
Czech Republic														
Democratic People's Republic of Korea														
Democratic Republic of the Congo														
Democratic Republic of Timor-Leste														
Denmark										1			1	1
Djibouti														
Dominica														
Dominican Republic														
Ecuador	1						1							1
Egypt	38	15	6	3	8	9	6	3					15	36
El Salvador														

Country of nationality	No. of staff 30/06/2003		P-5		P-4		P-3		P-2		P-1		No. of staff 30/06/2004	
	Total	F	M	F	M	F	M	F	M	F	M	F	F	Total
Equatorial Guinea														
Eritrea														
Estonia														
Ethiopia														
Fiji														
Finland														
France	116	83	7	16	12	29	11	33		3			81	111
Gabon														
Gambia														
Georgia														
Germany	4	3		1		2	1						3	4
Ghana	2				2									2
Greece														
Grenada														
Guatemala														
Guinea														
Guinea-Bissau														
Guyana	3	2		1	1			1					2	3
Haiti														
Honduras														
Hungary														
Iceland														
India														
Indonesia														
Iran (Islamic Republic of)	1	1				1							1	1
Iraq	2	1			1			1					1	2
Ireland	2	1	1					1					1	1
Israel	1				1									1
Italy	1	1						1					1	1
Jamaica	2	2		1		1							2	2
Japan														
Jordan	5	2	2					3					3	5
Kazakhstan	1		1											1
Kenya	2				1				1					2
Kiribati														
Kuwait														
Kyrgyzstan														
Lao People's Democratic Republic														
Latvia														
Lebanon	11	5		1	2	3	3	1		1			6	11
Lesotho														
Liberia														
Libyan Arab Jamahiriya	1						1							1
Liechtenstein														
Lithuania														
Luxembourg														
Madagascar	1	1						1					1	1
Malawi														
Malaysia	1		1											1
Maldives														
Mali														
Malta														
Marshall Islands														
Mauritania														
Mauritius	1	1						1					1	1
Mexico	4	3		1		2							3	3
Micronesia (Federated States of)														
Monaco														

Country of nationality	No. of staff 30/06/2003		P-5		P-4		P-3		P-2		P-1		No. of staff 30/06/2004	
	Total	F	M	F	M	F	M	F	M	F	M	F	F	Total
Mongolia														
Morocco	13	3			3		7	3					3	13
Mozambique														
Myanmar														
Namibia														
Nauru														
Nepal														
Netherlands							1							1
New Zealand	1	1						1					1	1
Nicaragua														
Niger														
Nigeria														
Norway														
Oman														
Pakistan														
Palau														
Panama	1				1									1
Papua New Guinea														
Paraguay	1	1						1					1	1
Peru	7	5		2	1	2	1	1					5	7
Philippines														
Poland														
Portugal														
Qatar														
Republic of Korea														
Republic of Moldova														
Romania														
Russian Federation	138	6	19		61	2	49	6					8	137
Rwanda														
Saint Kitts and Nevis														
Saint Lucia														
Saint Vincent and the Grenadines														
Samoa														
San Marino														
Sao Tome and Principe														
Saudi Arabia														
Senegal	4				1		3							4
Serbia and Montenegro														
Seychelles														
Sierra Leone														
Singapore														
Slovakia														
Slovenia														
Solomon Islands														
Somalia														
South Africa														
Spain	51	26	1	3	10	5	9	16	6	4			28	54
Sri Lanka														
Sudan	11	1			3		8	1					1	12
Suriname														
Swaziland														
Sweden	1	1				1							1	1
Switzerland	6	4		3	1	1	1						4	6
Syrian Arab Republic	12	7	2	1	4	2		4					7	13
Tajikistan														
Thailand														
The former Yugoslav Republic of Macedonia														
The Transitional Islamic State of Afghanistan														

Country of nationality	No. of staff 30/06/2003		P-5		P-4		P-3		P-2		P-1		No. of staff 30/06/2004	
	Total	F	M	F	M	F	M	F	M	F	M	F	F	Total
Togo														
Tonga														
Trinidad and Tobago	3	2	1			1		1					2	3
Tunisia	16	3	3		6	3	5						3	17
Turkey														
Turkmenistan														
Tuvalu														
Uganda														
Ukraine	8				3		5							8
United Arab Emirates														
United Kingdom of Great Britain and Northern Ireland	55	28	6	9	9	8	13	10	1	2			29	58
United Republic of Tanzania														
United States of America	87	48	6	7	19	23	13	18	1				48	87
Uruguay	8	6	1	1	1	2		3		1			7	9
Uzbekistan														
Vanuatu														
Venezuela														
Viet Nam														
Yemen														
Zambia														
Zimbabwe	1				1									1
Subtotal	861	346	80	63	219	136	188	142	13	15			356	856
Others														
Palestine	2				2									2
Stateless														
Subtotal	2				2									2
Total	863	346	80	63	221	136	188	142	13	15			356	858

Table A.6

Staff in the Professional and higher categories appointed specifically for mission service by nationality, grade and gender

Country of nationality	No. of staff 30/06/2003		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		No. of staff 30/06/2004	
	Total	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F	Total
Albania	18	7													1	1	7	4			5	13
Algeria	5	2									2						1	1			1	4
Andorra																						
Angola	3																1					1
Antigua and Barbuda																						
Argentina	6	2													4	1		1			2	6
Armenia	2	1													1							1
Australia	32	6							2		3		4	2	6	3	3	1			6	24
Austria	12	4											2	1	7	3					4	13
Azerbaijan																						
Bahamas																						
Bahrain																						
Bangladesh	18	2							1				1		3	1	1				1	7
Barbados																						
Belarus	1	1																				
Belgium	9	3									1	2			1	2	1				3	7
Belize																						
Benin	7	1	1				1						1		2	1		1			2	7
Bhutan																						
Bolivia	2	1											1									1
Bosnia and Herzegovina	4	2												1	1	1		1			3	4
Botswana	2		1												1			1			1	3
Brazil	5	1					1				1				1	1					1	4
Brunei Darussalam																						
Bulgaria	11	3									1		2	2	2						2	8
Burkina Faso	5	2							1		1		2	2		1					3	7
Burundi	3	1													1	1					1	2
Cambodia	1														1							1
Cameroon	10	1									1		3		6	1		1			2	12
Canada	67	21					1		2		1	1	12	3	16	7	3	6			17	92
Cape Verde																1					1	1
Central African Republic	1														1							1
Chad	3				1								2									3
Chile	2	1																				
China	5	2					1						2			1		1			2	5
Colombia	6	3												1	2	2		1			4	9
Comoros	1												1									1
Congo	3	2											1			1		1			2	3
Costa Rica	1																					
Côte d'Ivoire	3						1						1			1	1				1	4
Croatia	8	6												1			1	3		1	5	6
Cuba															1							1
Cyprus																						
Czech Republic											1											1
Democratic People's Republic of Korea																						
Democratic Republic of the Congo	1												1									1
Democratic Republic of Timor-Leste																						
Denmark	3														2							2
Djibouti																						
Dominica																						
Dominican Republic	1	1													1							1
Ecuador	1														1							1
Egypt	3	1					1						1									2
El Salvador	2	1											1									1
Equatorial Guinea																						
Eritrea															1							1
Estonia																						
Ethiopia	12	2									5		1		2							8
Fiji	3														1							1
Finland	5	2	1				1				1				1			1			1	5
France	48	14	1		1		1	1		1	4	1	3	4	7	7	2	3			17	56
Gabon																						
Gambia	4												1									1
Georgia																						
Germany	37	12					2				3		2	2	4	4	2	2			8	21
Ghana	14	3							1		1		3	1	6						1	12
Greece	1												1									1
Grenada															1							1
Guatemala	1														1							1
Guinea	2										1				1							2
Guinea Bissau	4	2																				
Guyana	4	2									1	1		1	1						2	4
Haiti	1	1																				
Honduras	2														1		1					2
Hungary	5	1					1								2			1			1	4

Country of nationality	No. of staff (1/06/2003)		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		No. of staff (1/06/2004)	
	Total	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F	Total
Iceland	2	1						1														1
India	54	3							1		2		11	1	12	1	3				2	31
Indonesia	1														1	2					1	2
Iran (Islamic Republic of)	2	1			1																	1
Iraq	2								1													1
Ireland	13	1			1				1		1		2		3	1	1				1	10
Israel																						
Italy	29	7			1						2		6	2	3	3	3	1		1	7	24
Jamaica	2	2									1											1
Japan	4	3			1												1	1			1	3
Jordan	12								2				1		4		1					8
Kazakhstan	1																					
Kenya	24	7			1								5	1	3	4		1			4	18
Kiribati																						
Kuwait																						
Kyrgyzstan	2	1						1					1								1	2
Lao People's Democratic Republic																						
Latvia																						
Lebanon	5												3	1	2						1	6
Lesotho																						
Liberia	5						1						2		1							4
Libyan Arab Jamahiriya																						
Liechtenstein																						
Lithuania	1																					
Luxembourg	1																					
Madagascar	1	1											1				1					2
Malawi	2														1							1
Malaysia	6						1						1		2		1	1			1	6
Maldives																						
Mali	4	1													2							2
Malta	1										1											1
Marshall Islands																						
Mauritania	9		1								1		4		1							7
Mauritius	1										1				1							2
Mexico	6	1													1							1
Micronesia (Federated States of)																						
Monaco																						
Mongolia														1							1	1
Morocco	2	1													1	1					1	2
Mozambique																						
Myanmar	5										1											1
Namibia	1																					
Nauru																						
Nepal	10				1								2		8		1					12
Netherlands	8	3									1		2	1	2	1		1			3	8
New Zealand	11	3									3		1		1			2			2	7
Nicaragua	2	1																				
Niger	1											1									1	1
Nigeria	27	2					2				4		4		5	1	2				1	15
Norway	3		1								1		2				1					5
Oman																						
Pakistan	25	1					1		1		3		4	1	4		2				1	16
Palau																						
Panama																						
Papua New Guinea																						
Paraguay																						
Peru	9	1											3	1	1		1				1	6
Philippines	12	9										2	1	2	3	1					9	9
Poland	15	1			1						2	1	6		1			1			2	12
Portugal	10	3									1				1	1		1			1	6
Qatar																						
Republic of Korea	5														2		1					3
Republic of Moldova	2										1				1							2
Romania	6	4													1							1
Russian Federation	19	6					1		2		4		4	1	6						1	10
Rwanda	6	1												1	1		1				1	3
Saint Kitts and Nevis																						
Saint Lucia													1	1							1	1
Saint Vincent and the Grenadines	1																					
Samoa																						
San Marino																						
Sao Tome and Principe																						
Saudi Arabia											1											1
Senegal	18	2			1		1				2		2	2	6			1			5	15
Serbia and Montenegro	1								1													1
Seychelles																						
Sierra Leone	10	5										1	2	1	2	1		1			4	9
Singapore	3	1												1	1						1	2
Slovakia	2												1		2							3

Country of nationality	No. of staff 30/06/2003		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		No. of staff 30/06/2004	
	Total	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F	Total
Slovenia	1												1									1
Solomon Islands																						
Somalia	4	1															1	1			1	2
South Africa	4												1					1			1	2
Spain	9	3											2		1	3					3	6
Sri Lanka	3												2	1	1	1					2	5
Sudan	14	6							1				3		1							4
Suriname																						
Swaziland																						
Sweden	13	5			1				1		1		3	1	1	2	1	1			4	11
Switzerland	5	2				1	1				1				1						1	4
Syrian Arab Republic													1					1			1	2
Tajikistan	2	1													1							1
Thailand														1							1	1
The former Yugoslav Republic of Macedonia	1												1									1
The Transitional Islamic State of Afghanistan	2										1											1
Togo	3										2		4		1							7
Tonga																						
Trinidad and Tobago	2	1																				
Tunisia	6	1													3							3
Turkey	4												2	1	1	1					2	5
Turkmenistan																						
Tuvalu																						
Uganda	7	1									1				2	1	1				1	6
Ukraine	10										1		1		5							7
United Arab Emirates																						
United Kingdom of Great Britain and Northern Ireland	53	6					1			1	3	1	7	1	8	5	3	3			11	33
United Republic of Tanzania	11	1	1										3		1							5
United States of America	106	32	2		1		1		2	1	8	3	18	5	21	12	11	8			29	93
Uruguay	4						1								3							4
Uzbekistan	1																1					1
Vanuatu																						
Venezuela	5	1											2									2
Viet Nam																						
Yemen	1																					
Zambia	2	1							1							2					2	3
Zimbabwe	5						1								2	1	1				1	5
Subtotal	1 101	245	9		12	1	24	2	21	4	78	12	171	49	232	86	67	57		2	213	827
Others																						
Stateless													1									1
Palestine	3														2							2
Subtotal	3														2							3
Total	1 104	245	9		12	1	24	2	21	4	78	12	172	49	234	86	67	57		2	213	830

Table A.7

Desirable range and weighted distribution of staff in posts subject to geographical distribution and weighted staff position by Member State

(as at 30 June 2004)

Country of nationality	*Assessment[a] (percentage)*	*Desirable range[b]*	*Midpoint[c]*	*No. of staff[d]*	*Weighted range*	*Weighted midpoint*	*Weighted staff position*
Albania	0.005	1-14	5.80	4	86-1209	500.71	249
Algeria	0.076	3-14	7.47	6	230-1209	644.92	585
Andorra	0.005	1-14	5.73	1	86-1209	494.96	68
Angola	0.001	1-14	5.96	1	100-1209	514.99	84
Antigua and Barbuda	0.003	1-14	5.70	1	86-1209	492.40	84
Argentina	0.956	16-25	20.68	29	1371-2201	1 786.01	2 343
Armenia	0.002	1-14	5.75	5	86-1209	496.66	398
Australia	1.592	25-35	29.72	40	2152-2982	2 567.10	3 344
Austria	0.859	14-23	18.58	24	1191-2020	1 605.32	1 710
Azerbaijan	0.005	1-14	5.91	4	96-1209	510.37	262
Bahamas	0.013	1-14	5.85	9	91-1209	505.67	586
Bahrain	0.030	1-14	6.12		114-1209	528.24	
Bangladesh	0.010	4-14	8.96	10	359-1209	773.59	1 085
Barbados	0.010	1-14	5.81	2	87-1209	501.74	208
Belarus	0.018	1-14	6.13	11	115-1209	529.87	989
Belgium	1.069	17-27	21.75	30	1464-2293	1 878.78	2 714
Belize	0.001	1-14	5.67	3	86-1209	490.17	194
Benin	0.002	1-14	5.83	4	89-1209	503.48	360
Bhutan	0.001	1-14	5.72	4	86-1209	493.89	340
Bolivia	0.009	1-14	5.98	7	102-1209	516.31	512
Bosnia and Herzegovina	0.003	1-14	5.79	6	86-1209	499.99	405
Botswana	0.012	1-14	5.87	1	93-1209	507.12	55
Brazil	1.523	27-37	32.11	36	2357-3189	2 773.22	3 255
Brunei Darussalam	0.034	1-14	6.17		118-1209	532.69	
Bulgaria	0.017	1-14	6.08	15	110-1209	524.88	1 351
Burkina Faso	0.002	1-14	5.96	4	101-1209	515.11	390
Burundi	0.001	1-14	5.82	6	88-1209	502.37	476
Cambodia	0.002	1-14	5.99	3	103-1209	517.23	223
Cameroon	0.008	1-14	6.12	15	114-1209	528.41	1 303
Canada	2.813	41-55	48.10	51	3532-4778	4 155.15	4 814
Cape Verde	0.001	1-14	5.68	4	86-1209	490.56	324
Central African Republic	0.001	1-14	5.75	4	86-1209	496.87	311
Chad	0.001	1-14	5.85	2	91-1209	505.66	172
Chile	0.223	5-14	9.31	25	389-1218	803.79	1 937
China	2.053	55-74	64.17	57	4711-6374	5 542.47	4 805
Colombia	0.155	4-14	8.91	11	355-1209	769.31	1 022
Comoros	0.001	1-14	5.69		86-1209	491.12	
Congo	0.001	1-14	5.75	3	86-1209	496.61	236
Costa Rica	0.030	1-14	6.19	4	120-1209	534.64	406
Côte d'Ivoire	0.010	1-14	6.16	10	118-1209	532.11	800

Country of nationality	Assessment[a] (percentage)	Desirable range[b]	Midpoint[c]	No. of staff[d]	Weighted range	Weighted midpoint	Weighted staff position
Croatia	0.037	1-14	6.30	7	129-1209	544.09	531
Cuba	0.043	2-14	6.54	6	150-1209	564.55	447
Cyprus	0.039	1-14	6.25	3	125-1209	539.93	298
Czech Republic	0.183	4-14	8.59	6	328-1209	742.15	619
Democratic People's Republic of Korea	0.010	1-14	6.29	1	129-1209	543.31	55
Democratic Republic of the Congo	0.003	2-14	6.83	6	176-1209	590.21	479
Democratic Republic of Timor-Leste	0.001	1-14	5.69		86-1209	491.14	
Denmark	0.718	12-21	16.43	16	1005-1834	1 419.35	1 390
Djibouti	0.001	1-14	5.68	6	86-1209	491.00	441
Dominica	0.001	1-14	5.67	3	86-1209	489.85	191
Dominican Republic	0.035	2-14	6.36	6	135-1209	549.54	499
Ecuador	0.019	1-14	6.22	6	122-1209	536.92	486
Egypt	0.120	4-14	8.98	14	361-1209	775.85	1 517
El Salvador	0.022	1-14	6.12	8	114-1209	528.73	567
Equatorial Guinea	0.002	1-14	5.69	2	86-1209	491.90	168
Eritrea	0.001	1-14	5.76	6	86-1209	497.38	427
Estonia	0.012	1-14	5.86	4	92-1209	506.26	246
Ethiopia	0.004	2-14	7.23	19	210-1209	624.73	1 558
Fiji	0.004	1-14	5.73	9	86-1209	495.10	547
Finland	0.533	9-18	13.68	17	767-1596	1 181.76	1 455
France	6.030	82-111	96.49	105	7085-9585	8 334.75	9 123
Gabon	0.009	1-14	5.82	2	88-1209	502.43	136
Gambia	0.001	1-14	5.70	4	86-1209	492.35	450
Georgia	0.003	1-14	5.81	3	87-1209	501.78	292
Germany	8.662	116-156	136.06	137	9989-13515	11 752.27	11 510
Ghana	0.004	1-14	6.16	13	118-1209	532.38	1 340
Greece	0.530	9-19	13.76	9	774-1603	1 188.62	841
Grenada	0.001	1-14	5.67	2	86-1209	489.85	136
Guatemala	0.030	2-14	6.37	3	135-1209	549.81	220
Guinea	0.003	1-14	5.88	2	93-1209	508.00	152
Guinea-Bissau	0.001	1-14	5.70		86-1209	492.47	
Guyana	0.001	1-14	5.69	13	86-1209	491.12	1 182
Haiti	0.003	1-14	5.88	3	93-1209	507.72	291
Honduras	0.005	1-14	5.88	2	93-1209	507.71	152
Hungary	0.126	3-14	7.74	9	254-1209	668.37	791
Iceland	0.034	1-14	6.17	5	118-1209	532.57	366
India	0.421	30-40	34.80	47	2555-3457	3 005.99	4 191
Indonesia	0.142	8-17	12.49	13	664-1493	1 078.68	874
Iran (Islamic Republic of)	0.157	5-14	9.47	9	403-1232	817.72	926
Iraq	0.016	2-14	6.43	6	141-1209	555.67	594
Ireland	0.350	6-16	10.94	15	530-1359	944.71	1 365
Israel	0.467	8-18	12.73	8	685-1514	1 099.38	757
Italy	4.885	68-91	79.43	102	5832-7890	6 861.00	7 931
Jamaica	0.008	1-14	5.83	13	89-1209	503.60	1 104
Japan	19.468	253-342	297.50	110	21842-29552	25 697.02	8 920
Jordan	0.011	1-14	5.94	8	98-1209	512.68	680

Country of nationality	Assessment[a] (percentage)	Desirable range[b]	Midpoint[c]	No. of staff[d]	Weighted range	Weighted midpoint	Weighted staff position
Kazakhstan	0.025	2-14	6.36	7	135-1209	549.13	398
Kenya	0.009	2-14	6.48	24	145-1209	559.33	2 154
Kiribati	0.001	1-14	5.67		86-1209	489.86	
Kuwait	0.162	3-14	8.11	1	286-1209	700.89	139
Kyrgyzstan	0.001	1-14	5.78	5	86-1209	499.24	324
Lao People's Democratic Republic	0.001	1-14	5.79	1	86-1209	500.20	84
Latvia	0.015	1-14	5.93	3	97-1209	511.94	178
Lebanon	0.024	1-14	6.09	15	111-1209	525.98	1 209
Lesotho	0.001	1-14	5.71	3	86-1209	493.04	236
Liberia	0.001	1-14	5.74	6	86-1209	495.95	571
Libyan Arab Jamahiriya	0.132	3-14	7.73	2	253-1209	668.04	188
Liechtenstein	0.005	1-14	5.73		86-1209	494.89	
Lithuania	0.024	1-14	6.08	4	111-1209	525.59	288
Luxembourg	0.077	2-14	6.81	5	173-1209	588.03	372
Madagascar	0.003	1-14	6.07	3	110-1209	524.57	240
Malawi	0.001	1-14	5.93	4	98-1209	512.17	340
Malaysia	0.203	4-14	9.19	8	380-1209	794.14	721
Maldives	0.001	1-14	5.68	1	86-1209	490.29	68
Mali	0.002	1-14	5.96	8	101-1209	515.12	782
Malta	0.014	1-14	5.87	1	92-1209	507.11	127
Marshall Islands	0.001	1-14	5.67		86-1209	489.80	
Mauritania	0.001	1-14	5.73	3	86-1209	495.07	279
Mauritius	0.011	1-14	5.84	2	90-1209	504.79	308
Mexico	1.883	30-41	35.84	16	2631-3560	3 095.77	1 589
Micronesia (Federated States of)	0.001	1-14	5.67	1	86-1209	489.90	68
Monaco	0.003	1-14	5.70		86-1209	492.33	
Mongolia	0.001	1-14	5.73	5	86-1209	494.51	388
Morocco	0.047	2-14	7.01	7	191-1209	605.44	675
Mozambique	0.001	1-14	6.07	3	110-1209	524.71	286
Myanmar	0.010	2-14	6.87	4	178-1209	593.09	278
Namibia	0.006	1-14	5.79	3	86-1209	499.80	308
Nauru	0.001	1-14	5.67		86-1209	489.72	
Nepal	0.004	1-14	6.25	9	126-1209	540.25	780
Netherlands	1.690	26-36	31.10	30	2272-3101	2 686.16	2 922
New Zealand	0.221	4-14	9.02	10	364-1209	779.09	1 110
Nicaragua	0.001	1-14	5.79	6	86-1209	499.84	456
Niger	0.001	1-14	5.93	3	97-1209	511.92	262
Nigeria	0.042	4-14	8.94	17	358-1209	772.46	1 505
Norway	0.679	11-21	15.84	8	953-1782	1 367.79	808
Oman	0.070	2-14	6.76	3	169-1209	583.50	321
Pakistan	0.055	5-15	9.77	17	429-1259	844.01	1 709
Palau	0.001	1-14	5.67		86-1209	489.74	
Panama	0.019	1-14	6.00	2	104-1209	518.58	223
Papua New Guinea	0.003	1-14	5.82	3	88-1209	502.86	207
Paraguay	0.012	1-14	5.96	3	100-1209	514.72	191
Peru	0.092	3-14	7.60	12	242-1209	656.85	1 235

Country of nationality	Assessment[a] (percentage)	Desirable range[b]	Midpoint[c]	No. of staff[d]	Weighted range	Weighted midpoint	Weighted staff position
Philippines	0.095	4-14	8.78	51	344-1209	758.76	4 041
Poland	0.461	9-18	13.33	11	737-1566	1 151.36	1 009
Portugal	0.470	8-18	12.85	8	695-1525	1 109.96	550
Qatar	0.064	2-14	6.62	1	157-1209	571.64	68
Republic of Korea	1.796	28-38	33.35	27	2449-3313	2 880.69	2 183
Republic of Moldova	0.001	1-14	5.76	1	86-1209	497.62	127
Romania	0.060	2-14	7.03	11	192-1209	606.83	790
Russian Federation	1.100	20-30	25.07	106	1751-2580	2 165.26	9 620
Rwanda	0.001	1-14	5.85	5	91-1209	505.27	317
Saint Kitts and Nevis	0.001	1-14	5.67	5	86-1209	489.78	359
Saint Lucia	0.002	1-14	5.69	2	86-1209	491.26	136
Saint Vincent and the Grenadines	0.001	1-14	5.67	3	86-1209	489.92	220
Samoa	0.001	1-14	5.67		86-1209	490.03	
San Marino	0.003	1-14	5.70	2	86-1209	492.32	110
Sao Tome and Principe	0.001	1-14	5.67		86-1209	490.00	
Saudi Arabia	0.713	12-22	16.76	7	1033-1863	1 447.93	606
Senegal	0.005	1-14	5.95	15	99-1209	513.57	1 521
Serbia and Montenegro	0.019	1-14	6.16	7	118-1209	532.33	580
Seychelles	0.002	1-14	5.69	3	86-1209	491.13	256
Sierra Leone	0.001	1-14	5.78	4	86-1209	498.93	415
Singapore	0.388	7-16	11.51	10	579-1409	994.00	1 179
Slovakia	0.051	2-14	6.53	5	149-1209	563.86	522
Slovenia	0.082	2-14	6.91	5	183-1209	597.28	474
Solomon Islands	0.001	1-14	5.68	1	86-1209	490.58	55
Somalia	0.001	1-14	5.88	4	93-1209	508.06	324
South Africa	0.292	6-16	10.96	12	532-1361	946.54	930
Spain	2.520	37-51	43.96	49	3227-4367	3 797.04	3 549
Sri Lanka	0.017	2-14	6.32	8	131-1209	545.61	676
Sudan	0.008	2-14	6.50	6	146-1209	561.06	551
Suriname	0.001	1-14	5.68	3	86-1209	490.51	223
Swaziland	0.002	1-14	5.71	4	86-1209	492.98	331
Sweden	0.998	16-25	20.67	30	1370-2200	1 785.03	2 389
Switzerland	1.197	19-28	23.58	11	1623-2452	2 037.12	1 025
Syrian Arab Republic	0.038	2-14	6.60	9	156-1209	570.20	719
Tajikistan	0.001	1-14	5.80	1	87-1209	501.29	55
Thailand	0.209	5-15	10.11	17	459-1288	873.12	1 439
The former Yugoslav Republic of Macedonia	0.006	1-14	5.79	4	86-1209	499.93	272
The Transitional Islamic State of Afghanistan	0.002	1-14	6.20	2	121-1209	535.34	168
Togo	0.001	1-14	5.77	7	86-1209	498.81	521
Tonga	0.001	1-14	5.67	1	86-1209	489.89	55
Trinidad and Tobago	0.022	1-14	6.01	12	104-1209	519.05	936
Tunisia	0.032	2-14	6.34	10	133-1209	547.71	1 113
Turkey	0.372	8-18	12.71	11	683-1513	1 097.97	1 032
Turkmenistan	0.005	1-14	5.83		89-1209	503.86	
Tuvalu	0.001	1-14	5.67	1	86-1209	489.72	84
Uganda	0.006	1-14	6.30	22	129-1209	544.05	2 007

Country of nationality	*Assessment[a] (percentage)*	*Desirable range[b]*	*Midpoint[c]*	*No. of staff[d]*	*Weighted range*	*Weighted midpoint*	*Weighted staff position*
Ukraine	0.039	2-14	7.28	19	214-1209	628.50	1 702
United Arab Emirates	0.235	4-14	9.21		381-1210	795.41	
United Kingdom of Great Britain and Northern Ireland	6.127	83-113	97.91	104	7189-9726	8 457.51	9 806
United Republic of Tanzania	0.006	2-14	6.54	10	150-1209	564.74	918
United States of America	22.000	288-389	338.67	313	24866-33642	29 253.65	28 064
Uruguay	0.048	2-14	6.44	8	142-1209	556.32	742
Uzbekistan	0.014	2-14	6.42	1	140-1209	554.80	55
Vanuatu	0.001	1-14	5.67	1	86-1209	490.09	127
Venezuela	0.171	4-14	8.75	10	341-1209	755.46	868
Viet Nam	0.021	3-14	7.71	3	252-1209	666.39	272
Yemen	0.006	1-14	6.17	2	119-1209	533.25	231
Zambia	0.002	1-14	5.92	7	96-1209	511.05	590
Zimbabwe	0.007	1-14	6.04	13	107-1209	521.32	1 132
Subtotal	100.00			2 513		233 218.81	

[a] Source: General Assembly resolution 55/5 B of 23 December 2000.

[b] Derived from application of the methodology established by the General Assembly in its resolution 42/220 of 21 December 1987.

[c] Calculated on the basis of the membership, population and contribution factors.

[d] Excludes staff members from non-Member States.

Table A.8
Gender distribution of staff in the United Nations Secretariat by department or office and grade

(a) Staff in the Professional and higher categories in posts subject to geographical distribution (as at 30 June 2004)

Department/office	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total		Grand total	Percentage of Women
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
DDA	1				1	1	1	1	5	4	7	1	2	2	1	2			18	11	29	37.93
DESA	1		1		8	2	17	12	30	20	36	42	25	23	22	18			140	117	257	45.53
DGACM	1			1	1	2	4	8	9	3	7	6	2	7	1	2			25	29	54	53.70
DM		1			1	1	2	1	5	5		3	1	1					9	12	21	57.14
DM/CMP					1		1		1	1	1	2			1				5	3	8	37.50
DM/OCSS			1		1	1	6	1	17	4	28	7	30	10	11	6			94	29	123	23.58
DM/OHRM				1		3	2	2	3	11	13	8	5	5	3	6			26	36	62	58.06
DM/OPPBA			1		3		4	4	8	8	15	17	10	14	5	9			44	52	96	54.17
DPA	1		3		6	1	7	6	12	9	14	11	9	9	1	5			53	41	94	43.62
DPI	1				4	1	5	8	18	10	33	26	28	39	14	27			103	111	214	51.87
DPKO	1		1	1	2	2	4	3	6	7	6	10	14	24	7	8			40	55	95	57.89
ECA	1					1	11	2	26	6	28	14	31	18	11	7			108	48	156	30.77
ECE		1					7	2	15	7	24	5	19	9	7	9			72	33	105	31.43
ECLAC	1					1	4	3	15	4	27	13	17	12	14	10			78	43	121	35.54
ESCAP	1					1	7	2	16	9	33	7	21	11	11	11			89	41	130	31.54
ESCWA		1				1	5	2	10	3	15	9	7	7	5	4			48	27	75	36.00
FMADPKO[a]			1		1		2	2	2	4	9	12	6	8	4	9			25	35	60	58.33
INTERORG[b]					2					3	1			3					3	6	9	66.67
OCHA	1				1		5		7	4	5	3	7	8	3	1			29	16	45	35.56
OHCHR			1		1		1	1	6	5	17	8	13	19	6	7			45	40	85	47.06
OHRLLS	1					1				1	1			1		1			2	4	6	66.67
OIOS	1					1	2	1	9	3	14	10	9	4	4	3			39	22	61	36.07
OLA			1		3		2	6	14	5	8	8	8	12	7	4			43	35	78	44.87
OSAA						1			1	1		1		2					1	5	6	83.33
OSG	1	1		2	3	2	3	1	3	3	3	3		5		1			13	18	31	58.06
OSRSG/CAAC																						
REGCOM[c]								1	1										1	1	2	50.00
UNCC			1				1												2		2	
UNCTAD	1		1		2	1	11	3	31	8	28	15	28	25	15	10			120	62	182	34.07
UNEP	1				3		2	2	3	2	2	3	1	1		1			12	9	21	42.86
UNEP					1		1			1									2	1	3	33.33
UN-Habitat		1			1		2	2	5	3	7	6	5	4		3			23	19	42	45.24
UNMOVIC									1					1					1	1	2	50.00
UNODC	1				2		5	1	11		14	15	5	11	1	5			42	35	77	45.45
UNOG	1				1	1	5	5	8	7	15	7	12	12	9	11			55	43	98	43.88
UNON							1		2	1	1	3	2	2	3	3			9	9	18	50.00
UNOV					2		1	3	0	1	6	2	7	5	4	2			20	13	33	33.33
UNSECOORD						1			3		4								7	1	8	12.50
Total	17	5	12	5	51	26	131	85	314	163	424	277	330	314	173	188			1 452	1 063	2 515	42.27

[a] Field missions administered by the Department of Peacekeeping Operations.

[b] Inter-organizational bodies; includes the Joint Inspection Unit, the High-level Committee on Management, the International Computing Centre and the Information Systems Coordinating Committee.

[c] Regional Commissions New York office.

Table A.8
Gender distribution of staff in the United Nations Secretariat by department or office and grade

(b) Staff in the Professional category in posts with special language requirements
(as at 30 June 2004)

Department/ office	P-5		P-4		P-3		P-2		P-1		Total		Grand total	Percentage of Women
	M	F	M	F	M	F	M	F	M	F	M	F		
DDA														
DESA														
DGACM	53	37	111	78	96	85	8	9			268	209	477	43.82
DM														
DM/CMP														
DM/OCSS														
DM/OHRM														
DM/OPPBA														
DPA					1						1		1	
DPI														
DPKO														
ECA				4	3	1	1				4	5	9	55.56
ECE						3						3	3	100.00
ECLAC				4		3	1	2			1	9	10	90.00
ESCAP	2		6	1	7	3					15	4	19	21.05
ESCWA			1	3	1						2	3	5	60.00
FMADPKO[a]						1						1	1	100.00
INTERORG[b]														
OCHA														
OHCHR														
OHRLLS														
OIOS														
OLA				1		2						3	3	100.00
OSAA														
OSG					1						1		1	
OSRSG/CAC														
REGCOM[c]														
UNCC														
UNCTAD					1	2					1	2	3	66.67
UNEP	1										1		1	
UNHP														
UN-Habitat														
UNMOVIC														
UNODC														
UNOG	22	19	74	32	53	27	2	3			151	81	232	34.91
UNON			7	2	12	5		1			19	8	27	29.63
UNOV	2	7	22	11	13	10	1				38	28	66	42.42
UNSECOORD														
Total	80	63	221	136	188	142	13	15			502	356	858	41.49

[a] Field missions administered by the Department of Peacekeeping Operations.

[b] Inter-organizational bodies; includes the Joint Inspection Unit, the High-level Committee on Management, the International Computing Centre and the Information Systems Coordinating Committee.

[c] Regional Commissions New York office.

Table A.8
Gender distribution of staff in the United Nations Secretariat
by department or office and grade

(c) Staff in the Professional and higher categories in posts subject to geographical distribution and in posts with special language requirements
(as at 30 June 2004)

Department/ office	*USG*		*ASG*		*D-2*		*D-1*		*P-5*		*P-4*		*P-3*		*P-2*		*P-1*		*Total*		*Grand total*	*Percentage of Women*
	M	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*		
DDA	1				1	1	1	1	5	4	7	1	2	2	1	2			18	11	29	37.93
DESA	1		1		8	2	17	12	30	20	36	42	25	23	22	18			140	117	257	45.53
DGACM	1			1	1	2	4	8	62	40	118	84	98	92	9	11			293	238	531	44.82
DM		1			1	1	2	1	5	5		3	1	1					9	12	21	57.14
DM/CMP					1		1		1	1	1	2			1				5	3	8	37.50
DM/OCSS			1		1	1	6	1	17	4	28	7	30	10	11	6			94	29	123	23.58
DM/OHRM				1		3	2	2	3	11	13	8	5	5	3	6			26	36	62	58.06
DM/OPPBA			1		3		4	4	8	8	13	17	10	14	5	9			44	52	96	54.17
DPA	1		3		6	1	7	6	12	9	14	11	10	9	1	5			54	41	95	43.16
DPI	1				4	1	5	8	18	10	33	26	28	39	14	27			103	111	214	51.87
DPKO	1		1	1	2	2	4	3	5	7	6	10	14	24	7	8			40	55	95	57.89
ECA	1					1	11	2	26	6	28	18	34	19	12	7			112	53	165	32.12
ECE		1					7	2	15	7	24	5	19	12	7	9			72	36	108	33.33
ECLAC	1					1	4	3	15	4	27	17	17	15	15	12			79	52	131	39.69
ESCAP	1					1	7	2	18	9	39	8	28	14	11	11			104	45	149	30.20
ESCWA		1				1	5	2	16	3	16	12	8	7	5	4			50	30	80	37.50
FMADPKO*			1		1		2	2	2	4	9	12	6	9	4	9			25	36	61	59.02
INTERORG**					2					3	1			3					3	6	9	66.67
OCHA	1				1		5		7	4	5	3	7	8	3	1			29	16	45	35.56
OHCHR			1		1		1	1	6	5	17	8	13	19	6	7			45	40	85	47.06
OHRLLS	1					1				1	1			1		1			2	4	6	66.67
OIOS	1					1	2	1	9	3	14	10	9	4	4	3			39	22	61	36.07
OLA			1		3		2	6	14	5	8	9	8	14	7	4			43	38	81	46.91
OSAA						1			1	1		1		2					1	5	6	83.33
OSG	1	1		2	3	2	3	1	3	3	3	3	1	5		1			14	18	32	56.25
OSRSG/CAC																						
REGCOM***								1	1										1	1	2	50.00
UNCC			1				1												2		2	
UNCTAD	1		1		2	1	11	3	31	8	28	15	29	27	18	10			121	64	185	34.59
UNEP	1				3		2	2	4	2	2	3	1	1		1			13	9	22	40.91
UNFIP					1		1			1									2	1	3	33.33
UN-Habitat		1			1		2	2	5	3	7	6	8	4		3			23	19	42	45.24
UNMOVIC									1					1					1	1	2	50.00
UNODC	1				2		5	1	11		14	15	8	11	1	8			42	35	77	45.45
UNOG	1				1	1	5	5	30	26	93	39	65	39	11	14			206	124	330	37.58
UNON							1		2	1	8	5	14	7	3	4			28	17	45	37.78
UNOV					2		1	3	8	8	28	13	20	15	5	2			64	41	105	39.05
UNSECOORD						1			3		4								7	1	8	12.50
Total	17	5	12	5	51	26	131	85	394	226	645	413	518	456	186	203			1 954	1 419	3 373	42.07

* Field missions administered by the Department of Peacekeeping Operations.

** Inter-organizational bodies; includes the Joint Inspection Unit, the High-level Committee on Management, the International Computing Centre and the Information Systems Coordinating Committee.

*** Regional Commissions New York office.

Table A.8
Gender distribution of staff in the United Nations Secretariat by department

(d) Staff in the General Service and related categories
(as at 30 June 2004)

Department/ office	General Service					Others[a]				
	Female		Male		Total	Female		Male		Total
	Number	Percentage	Number	Percentage		Number	Percentage	Number	Percentage	
DDA	23	95.83	1	4.17	24					
DESA	204	78.76	55	21.24	259					
DGACM	305	60.52	199	39.48	504	5	6.94	67	93.06	72
DM	29	85.29	5	14.71	34					
DM/CMP	4	66.67	2	33.33	6			1	100.00	1
DM/OCSS	159	50.32	157	49.68	316	26	8.64	275	91.36	301
DM/OHRM	107	78.10	30	21.90	137					
DM/OPPBA	126	69.23	56	30.77	182					
DPA	89	89.00	11	11.00	100	2	50.00	2	50.00	4
DPI	263	65.26	140	34.74	403	14	70.00	6	30.00	20
DPKO	161	71.56	64	28.44	225			5	100.00	5
ECA	224	45.07	273	54.93	497			3	100.00	3
ECE	62	81.58	14	18.42	76					
ECLAC	179	62.37	108	37.63	287					
ESCAP	229	59.79	154	40.21	383					
ESCWA	105	52.76	94	47.24	199			1	100.00	1
FMADPKO[b]	228	65.52	120	34.48	348	323	23.20	1 069	76.80	1 392
INTERORG[c]	17	89.47	2	10.53	19					
OCHA	78	82.98	16	17.02	94					
OHCHR	60	81.08	14	18.92	74					
OHRLLS	2	66.67	1	33.33	3					
OIOS	40	85.11	7	14.89	47	1	100.00			1
OLA	58	92.06	5	7.94	63					
OSAA	6	85.71	1	14.29	7					
OSG	46	85.19	8	14.81	54					
OSRSGCAC	3	75.00	1	25.00	4					
REGCOM[d]	1	50.00	1	50.00	2					
UNCC	48	59.26	33	40.74	81					
UNCTAD	136	80.00	34	20.00	170					
UNEP	318	81.54	72	18.46	390					
UNFIP	5	62.50	3	37.50	8					
UN-Habitat	82	76.64	25	23.36	107					
UNMOVIC	9	47.37	10	52.63	19			1	100.00	1
UNODC	77	83.70	15	16.30	92					
UNOG	378	47.67	415	52.33	793					
UNON	170	45.70	202	54.30	372					
UNOV	146	40.44	215	59.56	361					
UNSECOORD	14	100.00			14					
Total	4 191	62.05	2 563	37.95	6 754	371	20.60	1 430	79.40	1 801

[a] Includes Field Service, Security and Safety Service, Trades and Crafts staff and public information assistants.

[b] Field missions administered by the Department of Peacekeeping Operations.

[c] Inter-organizational bodies: includes the Joint Inspection Unit, the High-level Committee on Management, the International Computing Centre and the Information Systems Coordinating Committee.

[d] Regional Commissions New York office.

Table A.8
Gender distribution of staff in the United Nations Secretariat by department or office and grade

(e) All staff in the Professional and higher categories
(as at 30 June 2004)

Department/office	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total		Grand total	Percentage of women
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
DDA	1				1	1	1	1	5	4	7	1	2	2	1	2			18	11	29	37.93
DESA	1		1		8	2	17	12	30	21	38	42	25	23	22	18			142	118	260	45.38
DGACM	1			1	1	2	4	8	63	40	118	84	98	92	9	11			294	238	532	44.74
DM		1			1	1	2	1	6	5	1	4	1	2					11	14	25	56.00
DM/CMP					1		1		1	1	1	2			1				5	3	8	37.50
DM/OCSS			1		1	1	6	1	17	4	32	8	32	11	11	6			100	31	131	23.66
DM/OHRM				1		3	2	2	4	11	15	9	7	5	6	6			34	37	71	52.11
DM/OPPBA			1		3	1	4	5	11	8	18	20	16	18	7	10			60	62	122	50.82
DPA	1		3		6	1	7	6	13	10	18	14	15	10	2	5			65	46	111	41.44
DPI	1				4	1	5	8	18	10	36	27	29	40	15	27			108	113	221	51.13
DPKO	1		1	1	5	3	9	3	18	12	91	26	82	48	9	8			216	101	317	31.86
ECA	1					1	11	2	26	7	28	19	35	20	12	7			113	56	169	33.14
ECE		1					7	2	15	7	24	5	19	13	7	9			72	37	109	33.94
ECLAC	1					1	4	3	15	4	27	17	17	15	15	12			79	52	131	39.69
ESCAP	1					1	8	2	18	9	39	9	30	14	13	13			109	48	157	30.57
ESCWA		1				1	5	2	16	3	16	12	8	7	5	4			50	30	80	37.50
FMADPKO[a]	10	1	15	1	29	2	32	8	88	18	190	65	252	98	73	67		2	689	262	951	27.55
INTERORG[a]					3			1		3	3	2		3					6	9	15	60.00
OCHA	1				2		6		12	5	10	6	8	13	3	2			42	26	68	38.24
OHCHR			1		1		1	1	7	5	23	8	16	22	7	9			56	45	101	44.55
OHRLLS	1					1			1	1	1			1		1			3	4	7	57.14
OIOS	1					1	4	1	10	4	28	16	14	8	4	4			61	34	95	35.79
OLA			1		3		2	6	15	5	11	10	8	17	7	5			47	43	90	47.78
OSAA	1					1			1	1		1		2					2	5	7	71.43
OSG	2	1		2	4	2	4	1	5	4	5	5	2	5		1		1	22	22	44	50.00
OSRSG/CAC	1								1		1		1	1					4	1	5	20.00
REGCOM[a]								1	1										1	1	2	50.00
UNCC			1		1		4		3	3	11	6	27	34	7	7	1		55	50	105	47.62
UNCTAD	1		1		2	1	11	4	31	8	30	15	32	29	18	10			126	67	193	34.72
UNEP	1		2		8	3	28	7	52	9	58	41	60	35	7	19		2	216	116	332	34.94
UNFIP					1		1	1			1	1	2		1				3	5	8	62.50
UN-Habitat		1			2		5	2	18	4	18	7	12	12	1	6			56	34	90	37.78
UNMOVIC			1				3	2	12	1	14	2	8	3	2				40	8	48	16.67
UNODC	1				2	1	14	2	21	3	19	18	12	18	1	10			70	52	122	42.62

Department/office	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total		Grand total	Percentage of women
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
UNOG	1				1	2	6	5	30	27	98	39	74	45	14	15			224	133	357	37.25
UNOV							1		6	2	16	8	19	15	9	5			51	30	81	37.04
UNOV					2		1	3	8	9	30	13	21	16	5	2			67	43	110	39.09
UNSECOORD						1			4	2	12		2						18	3	21	14.29
Total	30	6	29	6	92	35	216	103	602	271	1 088	563	984	698	293	303	1	9	3 335	1 990	5 325	37.37

[a] Field missions administered by the Department of Peacekeeping Operations.

[b] Inter-organizational bodies; includes the Joint Inspection Unit, the High-level Committee on Management, the International Computing Centre and the Information Systems Coordinating Committee.

[c] Regional Commissions New York office.

Table A.9
Staff at senior levels in posts subject to geographical distribution
by nationality and grade
(30 June 2000 - 30 June 2004)

Country of nationality	USG					ASG					D-2					D-1					Total				
	00	01	02	03	04	00	01	02	03	04	00	01	02	03	04	00	01	02	03	04	00	01	02	03	04
Albania																									
Algeria																									
Andorra											1	1				5	5	4	4	3	6	6	4	4	3
Angola																									
Antigua and Barbuda																									
Argentina																1	1				1	1			
Armenia					1						2	3	2	1	1	4	3	3	2	2	6	6	5	3	4
Australia														1	1									1	1
Austria											2	2	1	1	1	4	3	2	3	2	6	5	3	4	3
Azerbaijan																2	2	2	1	1	2	2	2	1	1
Bahamas																									
Bahrain																									
Bangladesh			1	1	1											2	2	1	1	1	2	2	2	2	2
Barbados																									
Belarus																			1	3				1	3
Belgium											1	1	1	1	2	3	4	5	5	5	4	5	6	6	7
Belize																									
Benin																									
Bhutan																									
Bolivia																									
Bosnia and Herzegovina																									
Botswana																									
Brazil	2	2	1	2	1									1	1	3	2	3	3	3	5	4	4	6	5
Brunei Darussalam																									
Bulgaria																			1	1				1	1
Burkina Faso																1	1	1	2	2	1	1	1	2	2
Burundi																									
Cambodia																									
Cameroon																									
Canada	1	1	1	1	1						3	2	2	3	1	2	3	5	5	6	6	6	8	9	8
Cape Verde																									
Central African Republic																									
Chad																									
Chile						2	2	1	1	1	1	1	1	1	1	3	3	3	3	2	6	6	5	5	4
China	1	1	1	1	1						1	1	2	2	2	6	7	4	8	6	8	9	7	11	9
Colombia	1	1	1	1	1																1	1	1	1	1
Comoros																									
Congo																									
Costa Rica																1	1	2	2	2	1	1	2	2	2

Country of nationality	USG					ASG					D-2					D-1					Total				
	00	01	02	03	04	00	01	02	03	04	00	01	02	03	04	00	01	02	03	04	00	01	02	03	04
Côte d'Ivoire																									
Croatia																									
Cuba											1	1	1								1	1	1		
Cyprus	1	1	1	1							1	1	1	1	1	1	1				3	3	2	2	1
Czech Republic											1	3	1	1	1						1	1	1	1	1
Democratic People's Republic of Korea																									
Democratic Republic of the Congo																									
Democratic Republic of Timor-Leste																									
Denmark													1	1	1	2	1				2	1	1	1	1
Djibouti																									
Dominica																									
Dominican Republic																									
Ecuador																	1	1	1	1		1	1	1	1
Egypt	1	1	1	1	1						2	2	1		1	5	6	4	3	3	8	9	6	4	5
El Salvador																									
Equatorial Guinea																									
Eritrea																									
Estonia																									
Ethiopia											1	1	1	1	1	1	2	3	3	3	2	3	4	4	4
Fiji																1					1				
Finland														1	1	1	1	1	1	1	1	1	1	2	2
France	1	1	1	1	1					1	5	6	4	5	3	9	10	9	8	10	15	17	14	14	15
Gabon																									
Gambia											1	2	2	2	2	3	2	2			4	4	4	2	2
Georgia																									
Germany	1	1	1	1	1				1	1	2	3	3	4	4	9	10	11	10	9	12	14	15	16	15
Ghana	1	1	1	1	1													1	1	2	1	1	2	2	3
Greece																				1					1
Grenada																									
Guatemala																									
Guinea																									
Guinea-Bissau																									
Guyana						1	2	2	2	1					1	3	2	1	1	1	4	4	3	3	3
Haiti						1						1	1	1	1	1					2	1	1	1	1
Honduras																									
Hungary																1	1	1	1	1	1	1	1	1	1
Iceland																									
India	1	1	2	2	1						1	2	1	2	2	2	3	5	7	7	4	6	8	11	10

Country of nationality	USG					ASG					D-2					D-1					Total				
	00	01	02	03	04	00	01	02	03	04	00	01	02	03	04	00	01	02	03	04	00	01	02	03	04
Indonesia	1																								
Iran (Islamic Republic of)																1	1				2	1			
Iraq																2	2	2	1	2	2	2	2	1	2
Ireland	1	1	1							1						2	2	2	1	1	3	3	3	1	2
Israel																1	1	1	1	2	1	1	1	1	2
Italy	1	1	1	1	1	1	1	1	1	1	4	3	3	4	3	6	5	4	2	2	12	10	9	8	7
Jamaica						1	1	1	2	1											1	1	1	2	1
Japan	1	1	1	1	1	1	1	1	1		1		1	1	1	2	5	3	4	5	5	7	6	7	7
Jordan																1	1				1	1			
Kazakhstan																									
Kenya											1	1	1	1			1	1	1	2	1	2	2	2	2
Kiribati																									
Kuwait											1	1	1	1	1						1	1	1	1	1
Kyrgyzstan																									
Lao People's Democratic Republic																									
Latvia																									
Lebanon																1	1	2	2	1	1	1	2	2	1
Lesotho																									
Liberia																	1	1	1	1		1	1	1	1
Libyan Arab Jamahiriya																									
Liechtenstein																									
Lithuania																									
Luxembourg																									
Madagascar																									
Malawi																									
Malaysia						1	1	1			1	1	1			1	3	2	1	1	3	5	4	1	1
Maldives																									
Mali											1	1	1	1	1			1	1	1	1	1	2	2	2
Malta																1	1	1	1	1	1	1	1	1	1
Marshall Islands																									
Mauritania																1	1	1	1	1	1	1	1	1	1
Mauritius						1	1	1	1	1	2	2	1	1	1						3	3	2	2	2
Mexico														1	2	2	3	4	3	4	2	3	4	4	6
Micronesia (Federated States of)																									
Monaco																									
Mongolia																									
Morocco																1	2	2	3	1	1	2	2	3	1

Country of nationality	ESG					GS					D-2					D-1					Total				
	00	01	02	03	04	00	01	02	03	04	00	01	02	03	04	00	01	02	03	04	00	01	02	03	04
Mozambique																1	1	1	1	1	1	1	1	1	1
Myanmar																1	1	1	1		1	1	1	1	
Namibia								1	1	1													1	1	1
Nauru																									
Nepal																									
Netherlands													1	1	1	3	3	3	5	5	3	3	4	6	6
New Zealand										1	2	2	2	2	1	2	2	1	1	2	4	4	3	3	4
Nicaragua																									
Niger														1	1	1	1	1			1	1	1	1	1
Nigeria																2	2	2	3	2	2	2	2	3	3
Norway					1									1	1									1	2
Oman											1	1	1	1	1	1	1	1	1	1	2	2	2	2	2
Pakistan	1	1	1	1	1						2	2	2	2	2	1	1	1	1	2	4	4	4	4	5
Palau																									
Panama											1	1	1	1	1						1	1	1	1	1
Papua New Guinea																									
Paraguay																1					1				
Peru												1	1	1	2	2	3	3	3	3	2	4	4	4	5
Philippines															1	2	2				2	2			1
Poland		1									1							1	2	2	1	1	1	2	2
Portugal																									
Qatar																									
Republic of Korea		1	1	1	1																	1	1	1	1
Republic of Moldova																				1					1
Romania																									
Russian Federation	1	1	1	1	1						3	3	3	2	2	6	7	9	12	11	10	11	13	15	14
Rwanda																									
Saint Kitts and Nevis																									
Saint Lucia																1	1	1			1	1	1		
Saint Vincent and the Grenadines																									
Samoa																									
San Marino																									
Sao Tome and Principe																									
Saudi Arabia																1	1	1	1	1	1	1	1	1	1
Senegal						1	1	1	1	1	1	2	2	2	2	1	1	2	3	2	3	4	5	6	5
Serbia and Montenegro																1	1	1	1		1	1	1	1	
Seychelles																									
Sierra Leone											1	1	1	1	1						1	1	1	1	1

Country of nationality	USG					ASG					D-2					D-1					Total				
	00	01	02	03	04	00	01	02	03	04	00	01	02	03	04	00	01	02	03	04	00	01	02	03	04
Singapore	1	1	1	1	1					1	1	2	1	1	1	4	3	3	2	3	6	6	5	4	6
Slovakia			1	1	1																		1	1	1
Slovenia						1	1	1	1	1							1	1	1	1	1	2	2	2	2
Solomon Islands																									
Somalia																1	1				1	1			
South Africa																									
Spain											1					3	3	2	1	1	4	3	2	1	1
Sri Lanka	1	1	1																		1	1	1		
Sudan																2	1	2	2	1	2	1	2	2	1
Suriname																									
Swaziland																1	1	1	1	1	1	1	1	1	1
Sweden	1	1	1	1			1	1	1	1	2		1	1	1	2	2	3	2	1	5	4	6	5	3
Switzerland											1	1				1	1	2	3	3	2	2	2	3	3
Syrian Arab Republic																									
Tajikistan																									
Thailand																1	1	1	1	2	1	1	1	1	2
The former Yugoslav Republic of Macedonia																									
The Transitional Islamic State of Afghanistan																	1	1	1			1	1	1	
Togo												1	1			1					1	1	1		
Tonga																									
Trinidad and Tobago															1	2	1	1	1	1	2	1	1	1	2
Tunisia						1	1	1	1	1	1	1	1	1	1	2	2	3	3	3	4	4	5	5	5
Turkey											1	1	1	1		3	5	4	4	4	4	6	5	5	4
Turkmenistan																									
Tuvalu																									
Uganda											1	1	1	1	1	2	3	2	3	3	3	4	3	4	4
Ukraine																		1	1	2			1	1	2
United Arab Emirates																									
United Kingdom of Great Britain and Northern Ireland	1	1	1	1	1	1	1	1	1	1	3	4	4	6	7	11	12	15	12	10	16	18	21	20	19
United Republic of Tanzania				1	1		1	1			2										2	1	1	1	1
United States of America	1	1	1	1	1	2	2	2	2	1	6	7	8	9	8	34	33	37	36	37	43	43	48	48	47
Uruguay											1	1	1	1	1	2	1	1	1		3	2	2	2	1
Uzbekistan																									
Vanuatu																	1	1	1	1		1	1	1	1
Venezuela															1					1					2
Viet Nam																		1					1		
Yemen																1	1	1	1	1	1	1	1	1	1
Zambia																1	1	1	1	1	1	1	1	1	1
Zimbabwe																1					1				
Subtotal	22	23	24	24	22	15	17	17	17	17	70	73	68	76	76	204	214	217	216	216	311	327	326	333	331
Palestine																									
Stateless														1	1									1	1
Subtotal														1	1									1	1
Economic grouping																									
Developing countries	17	12	13	14	12	9	10	10	9	8	31	37	32	31	36	90	102	96	96	92	150	161	151	150	148
Developed countries	9	9	9	8	8	5	6	6	7	8	34	32	32	41	36	98	102	107	100	102	146	149	154	156	154
Countries in transition	1	2	2	2	2	1	1	1	1	1	5	4	4	4	4	8	10	14	20	22	15	17	21	27	29
Total	32	23	24	24	22	15	17	17	17	17	70	73	68	77	77	204	214	217	216	216	311	327	326	334	332

Table A.10

Gender distribution of staff in the United Nations Secretariat, by nationality, grade and gender

(a) Staff in the General Service category

by nationality, grade and gender

(as at 30 June 2004)

Country of nationality	G-7		G-6		G-5		G-4		G-3		G-2		G-1		Total		Grand total	Percentage of women
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
Albania																		
Algeria	1		4		9	9	4	3	5		1				20	9	29	28.57
Andorra																		
Angola																		
Antigua and Barbuda								1								1	1	100.00
Argentina	1	2	4	2	3	8	10	9	3	2		1			20	20	40	50.00
Armenia										1						1	1	100.00
Australia			1	6		6	3	7	1	4					5	23	28	82.14
Austria	6	5	17	28	14	30	38	37	9	2		1			82	103	185	54.95
Azerbaijan																		
Bahamas						2		1								3	3	100.00
Bahrain						3		3	1						1	5	6	83.33
Bangladesh			3		3	1	3	1	3						10	2	12	16.67
Barbados	1		3	4	3	3	3	3		1					8	9	17	52.94
Belarus						2	3		1						2	2	4	50.00
Belgium	1		1	2	1	8		7							3	17	20	85.00
Belize	1	1				1									1	1	2	66.67
Benin			1	1		2									1	3	4	75.00
Bhutan																		
Bolivia		1		4		3	3	3							3	11	14	78.57
Bosnia and Herzegovina			1				2	2	2	1					5	3	8	37.50
Botswana				1												1	1	100.00
Brazil	2	6		2	6	7	1	5	4	1	2				15	19	34	55.88
Brunei Darussalam																		
Bulgaria			1	1		1									1	2	3	66.67
Burkina Faso			1			1	1		1						2	3	5	60.00
Burundi			1	1		1	4		1						2	6	8	75.00
Cambodia							1	1							1	1	2	50.00
Cameroon		1	1	1	1	4	3	4	2		2				9	10	19	52.63
Canada	6	15	3	26	3	22	7	22	1	4					20	89	109	81.65
Cape Verde																		
Central African Republic							1		1						2		2	
Chad																		
Chile	17	22	14	35	17	31	12	29	24	8	1	1			85	126	211	59.72
China	2	3	4	6	16	17	19	17	3	1					44	44	88	50.00
Colombia	1	1	6	11	4	14	5	7	2	1	1				19	34	53	64.15
Comoros																		
Congo			2			2		1							2	3	5	60.00
Costa Rica								1								1	1	100.00
Côte d'Ivoire					2	2	2		2	1					7	3	10	30.00
Croatia		1		1		2	2	6		1					3	9	12	75.00
Cuba			2				1	3	1						4	3	7	42.86
Cyprus						1	1								1	1	2	50.00
Czech Republic			1				1	3	1	1					3	4	7	57.14
Democratic People's Republic of Korea																		
Democratic Republic of the Congo					2	1	1		1		1				5	1	6	16.67
Democratic Republic of Timor-Leste																		
Denmark				1		2		1								4	4	100.00
Djibouti																		
Dominica							1	1							1	1	2	50.00
Dominican Republic			1			2	2	5							3	7	10	70.00
Ecuador			2	5	2	3		2							4	10	14	71.43
Egypt	1	1	6	11	23	7	6	9	1						37	18	55	32.73
El Salvador		1		2		3		2		1						9	9	100.00
Equatorial Guinea																		
Eritrea	1	2	1		1	1	1	2	3						7	5	12	41.67
Estonia																		
Ethiopia	29	30	22	67	36	83	34	66	88	25	51	13	5	7	260	299	559	53.49
Fiji					1			1	1						2	1	3	33.33
Finland			1	1		1		1							1	3	4	75.00
France	12	19	30	71	63	139	60	89	29	15	2		1		212	323	535	60.37
Gabon																		
Gambia								1								1	1	100.00
Georgia																		
Germany		2	2	5	1	13	2	10	1	2					7	33	40	82.50
Ghana		1	1	2	3	13	4	2	2		1				11	18	29	62.07
Greece		2	1	3		8	3	2	2	1	1				7	13	20	65.00
Grenada		1		1				2								4	4	100.00
Guatemala					1	3	2	1		1					2	4	6	66.67
Guinea			1				1		1	1					3	1	4	25.00
Guinea-Bissau																		
Guyana	1	1	5	8	1	11	3	6	1	2	1	2			12	28	40	70.00
Haiti	1	8	1	9	2	12	2	10	1	6					7	47	54	87.04

Country of nationality	G-7		G-6		G-5		G-4		G-3		G-2		G-1		Total		Grand total	Percentage of women
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
Honduras				1		1		2								4	4	100.00
Hungary	1				1		1								3		3	
Iceland																		
India	4	3	30	16	30	27	23	17	9	3	1		1		98	66	164	40.24
Indonesia	3		3	2	2	4		5	5	3	2				15	14	29	48.28
Iran (Islamic Republic of)		2		1		2	1	2							1	7	8	87.50
Iraq		1	1	2		2		1	2						3	6	9	66.67
Ireland	1	3	2	4	3	12				1					6	20	26	76.92
Israel			2				2	2		1					4	3	7	42.86
Italy	3	3	7	1	13	6	6	16	3	1	1				31	23	54	42.59
Jamaica	1	3	4	9	3	13	3	16	1	5	1	1			13	47	60	78.33
Japan		1	1		2	6	2	8	2	3					7	18	25	72.00
Jordan		3	3	3	6	2	4	1	1		1				15	9	24	37.50
Kazakhstan				1												1	1	100.00
Kenya	21	32	41	99	39	137	42	114	98	23	30	3	7	1	278	409	687	59.53
Kiribati																		
Kuwait																		
Kyrgyzstan																		
Lao People's Democratic Republic																		
Latvia																		
Lebanon	7	9	16	34	9	17	12	32	34	5	5	2			83	102	185	55.14
Lesotho																		
Liberia				1		3										4	4	100.00
Libyan Arab Jamahiriya								1								1	1	100.00
Liechtenstein																		
Lithuania										1						1	1	100.00
Luxembourg																		
Madagascar		1		1	1	1	1	3	1	2					3	8	11	72.73
Malawi		1				1				1						3	3	100.00
Malaysia			1	1	2	2	1	3							4	8	12	66.67
Maldives			1												1		1	
Mali						2	1	2	1						2	4	6	66.67
Malta																		
Marshall Islands																		
Mauritania					1										1		1	
Mauritius	1		1	2	2	1	1	2							7	5	12	41.67
Mexico	1	1	6	17	5	18	2	9	4	1	4	1			22	49	71	69.01
Micronesia (Federated States of)																		
Monaco																		
Mongolia				2				2								4	4	100.00
Morocco	3	1	2	3	2	3	4	8	6	4	1	1			18	20	38	52.63
Mozambique																		
Myanmar			3	7	12	8	6	9	3	2	1	1			25	27	52	51.92
Namibia				1		1		1								3	3	100.00
Nauru																		
Nepal	1			1					1						2	1	3	33.33
Netherlands	1			4	2	5	1	3							4	13	17	76.59
New Zealand										1						1	1	100.00
Nicaragua						1		1								2	2	100.00
Niger	1	1		1		1	1	2	1				1		4	5	10	50.00
Nigeria	2	1	1	3	2	5	3	6	2		1		1		12	15	27	55.56
Norway				1												2	2	100.00
Oman																		
Pakistan	1		6		4		2	1							13	1	14	7.14
Palau																		
Panama	1		1	2				1							2	4	6	66.67
Papua New Guinea																		
Paraguay						2			1							3	3	66.67
Peru	1	2	1	10	7	23	14	29	9	7	3	1			45	72	117	61.72
Philippines	8	27	19	100	34	123	42	72	14	13					117	335	452	74.12
Poland		2		3		3		3	1	1					1	8	9	88.89
Portugal	1	1	1	2	1	2		5	2	1	1	1	1	1	6	13	19	68.42
Qatar																		
Republic of Korea							1	1	1						2	1	3	33.33
Republic of Moldova																		
Romania		1	1		1		1	2		1					3	4	7	57.14
Russian Federation		4	3	13	3	41	1	65	1	12	1				9	134	143	93.71
Rwanda		1			1	1		4	1		1				3	6	9	66.67
Saint Kitts and Nevis						1										1	1	100.00
Saint Lucia				2												2	2	100.00
Saint Vincent and the Grenadines			1		1		1	1							3	1	4	25.00
Samoa																		
San Marino																		
Sao Tome and Principe																		
Saudi Arabia																		
Senegal		1	3	1	5	3	4	2	3		1				16	7	23	30.43
Serbia and Montenegro			2	4	3	3	3	4							10	9	19	47.37
Seychelles				1												1	1	100.00
Sierra Leone		1		2		3	1	2							1	8	9	88.89
Singapore	1	1		1	2	1				1					3	4	7	57.14
Slovakia							1	2							1	2	3	66.67

Country of nationality	G-7		G-6		G-5		G-4		G-3		G-2		G-1		Total		Grand total	Percentage of women
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
Slovenia		1			1										1	1	2	50.00
Solomon Islands						1										1	1	100.00
Somalia					1	1									1	1	2	50.00
South Africa		1			2	1	2	4			1				5	6	11	54.55
Spain	3	4	7	9	7	20	9	21	2	1			2	1	26	57	83	68.67
Sri Lanka	1		2	4	6	10	2	11	2		1				11	25	36	69.44
Sudan			1	2		6		1							2	9	11	81.82
Suriname						1										1	1	100.00
Swaziland																		
Sweden		1	3	3	1	1		1	1						5	6	11	54.55
Switzerland	4	5	10	17	17	21	6	30	6	1	1				50	66	116	56.14
Syrian Arab Republic	1	1	2	5	1	5	3	5	1	1	1				9	17	26	65.38
Tajikistan						1										1	1	100.00
Thailand	22	33	19	66	20	96	31	99	33	10	9				140	226	366	61.54
The former Yugoslav Republic of Macedonia																		
The Transitional Islamic State of Afghanistan						1										1	1	100.00
Togo		1	2			3	1		1		1				5	4	9	44.44
Tonga																		
Trinidad and Tobago	5	4	7	9		7	3	10	2	3	1	1			18	42	60	70.00
Tunisia		1	3	3	6	5	6	1	6	1			1		22	11	33	33.33
Turkey	1	2	1	1	4	3	2		3						11	5	16	31.25
Turkmenistan																		
Tuvalu																		
Uganda		1		13	1	10		6							1	30	31	96.77
Ukraine				3		2		3		1						9	9	100.00
United Arab Emirates																		
United Kingdom of Great Britain and Northern Ireland	1	34	7	48	7	58	10	29	5	3					30	156	186	83.78
United Republic of Tanzania		4		6		11		5	2	1			1		3	27	30	90.00
United States of America	25	66	58	136	97	188	78	153	34	10	2	6			294	560	854	66.52
Uruguay	3		7	5	6	2	8	6	1	2		1			25	16	41	39.02
Uzbekistan																		
Vanuatu																		
Venezuela	1			1	1			1							2	1	3	33.33
Viet Nam					1	3	1	3	1	1		1			4	8	12	66.67
Yemen		1						1								1	1	100.00
Zambia			2	2	1	1	2	2		2	2	1	1		10	10	20	50.00
Zimbabwe				1	1	2	1	2		1	1				3	7	10	70.00
Subtotal	213	375	482	970	596	1 360	598	1 179	514	341	142	39	26	10	2 561	4 183	6 744	62.01
Others																		
Palestine																		
Stateless			1		1	2		1							2	3	5	60.00
	2		9	6	5	1	2		1						17	6	23	73.91
Subtotal	2		10	6	6	3	2	1	1						19	9	28	67.86
Total	215	375	492	976	602	1 363	600	1 180	515	341	142	39	26	10	2 580	4 192	6 772	61.88

Table A.10
Gender distribution of staff in the United Nations Secretariat, by nationality, grade and gender
(b) Summary of staff in the General Service and related categories by nationality, category and gender
(as at 30 June 2004)

Country of nationality	GS		LT		NO		SS		FS		PSA		FC		Total		Grand total	Percentage of women
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
Albania									7	13					7	13	20	65.00
Algeria	20	8		1					3						23	9	31	29.03
Andorra																		
Angola									5						5		5	
Antigua and Barbuda		1					1		1						1	2	4	50.00
Argentina	20	20		2	1								1		22	22	44	50.00
Armenia		1														1	1	100.00
Australia	5	13		1					23	9					28	23	51	45.10
Austria	82	100							21	3			1		104	103	207	49.76
Azerbaijan										1						1	1	100.00
Bahamas		1														1	1	100.00
Bahrain	1	6							1						2	5	7	71.43
Bangladesh	10	2			1				3	1					13	3	16	18.75
Barbados	8	9					6		23	1			1		38	16	48	33.33
Belarus	2	2							1						3	2	5	40.00
Belgium	3	17		1					2	2		1			5	21	26	80.77
Belize	1	2								1					1	3	4	75.00
Benin	1	3							1	1					2	4	6	66.67
Bhutan									1						1		1	
Bolivia	3	11			1										4	11	15	73.33
Bosnia and Herzegovina	5	3					2		10	17					25	20	45	44.44
Botswana		1														1	1	100.00
Brazil	15	19				1			1	1		1			16	22	38	57.89
Brunei Darussalam																		
Bulgaria	1	2							4						5	2	7	28.57
Burkina Faso	2	3			1				1						4	3	7	42.86
Burundi	2	6				1				3					2	10	12	83.33
Cambodia	1	1							2	2					3	3	6	50.00
Cameroon	9	10				1			7	3					16	14	30	46.67
Canada	23	89					3		32	13			1		59	102	161	63.35
Cape Verde										2						2	2	100.00
Central African Republic	2								2	2					4	2	6	33.33
Chad									1						1		1	
Chile	95	126							7						92	126	218	57.80
China	66	66					2		2			2	1		47	68	95	58.53
Colombia	19	36							8	1			3		30	35	65	53.85
Comoros														1		1	1	100.00
Congo	2	3													2	3	5	60.00
Costa Rica		1												1	1	1	2	50.00
Côte d'Ivoire	7	3							1	3					8	6	14	42.86
Croatia	3	9							23	19					26	28	52	53.85
Cuba	4	3													4	3	7	42.86
Cyprus	1	1							3	1					4	2	6	33.33
Czech Republic	3	4					1								4	4	8	50.00
Democratic People's Republic of Korea																		
Democratic Republic of the Congo	5	1							1	3					6	4	10	40.00
Democratic Republic of Timor-Leste																		
Denmark		4					2		9	1		1			11	6	17	35.29
Djibouti																		
Dominica	1	1					3								4	1	5	20.00
Dominican Republic	3	7							2				1		6	7	13	53.85
Ecuador	4	10							3	2					7	12	19	63.16
Egypt	35	10		1			6		2	1			1		42	20	62	32.26
El Salvador		9							5	6					5	15	20	75.00
Equatorial Guinea																		
Estonia	7	5													7	5	12	41.67
Ethiopia																		
Fiji	206	209							11	6			3		279	260	542	48.52
Finland	2	1							15						17	1	18	5.56
France	1	3							29	3					30	6	36	16.67
Gabon	212	323	1	11			1		9	3					223	337	560	60.18
Gambia																		
Georgia		1							2	1					2	2	4	50.00
Germany									1	1					1	1	2	50.00
Ghana	7	33					1	1	7				1		16	34	50	68.00
Greece	11	10			1		1		10	4		1			23	15	38	39.47
Grenada	7	13							1	1					8	14	22	63.64
Guatemala		4														4	4	100.00
Guinea	3	4							8	1					11	5	16	31.25
Guinea-Bissau	3	1							1						4	1	5	20.00
Guyana									1						1		1	
Haiti	12	20					2		6	2			1		22	30	52	57.69
Hijazi	7	47							10	15			1		18	62	80	77.50
Honduras		6							10	6					10	6	16	44.44

Country of nationality	[illegible]																			
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	Grand total	Percentage of women
Hungary	5								1	5	1						6	1	7	14.29
Iceland										1							1		1	0.0
India	98	60			1		1			25	2				3	1	129	29	158	18.35
Indonesia	19	14								8					1		28	14	42	33.33
Iran (Islamic Republic of)	3	1			1					3					1		4	1	5	20.0
Iraq	3	4								14	5				1		23	13	36	36.11
Ireland	6	39								30	5				1		37	34	71	47.89
Israel	4	3							1	1		1			1		6	5	11	45.45
Italy	31	19							1	6	3				1		40	23	63	36.51
Jamaica	13	47					1	1		24	4				1	1	67	44	111	39.64
Japan	7	31					1	1		1		1					9	34	43	79.07
Jordan	19	9								23	5						47	15	62	24.19
Kazakhstan		1									1							2	2	100.00
Kenya	278	409			1	1				91	33						114	451	565	79.82
Kiribati																				
Kuwait																				
Kyrgyzstan																				
Lao People's Democratic Republic																				
Latvia																				
Lebanon	61	140					1			15	5						97	145	242	59.92
Lesotho																				
Liberia		4								13	4						13	8	21	61.90
Libyan Arab Jamahiriya		1																1	1	100.00
Liechtenstein																				
Lithuania		1								1							1	1	2	50.00
Luxembourg										1							1		1	
Madagascar	1	4															1	4	5	80.0
Malawi		3								2							2	3	5	60.00
Malaysia	4	4								4							8	4	12	33.33
Maldives	1																1		1	
Mali	3	4															3	4	7	57.1
Malta																				
Marshall Islands																				
Mauritania	1																1		1	
Mauritius	1	6								1							2	5	7	71.43
Mexico	61	47			1												62	47	109	43.12
Micronesia (Federated States of)																				
Monaco																				
Mongolia		4								2								6	6	100.00
Morocco	14	27			1					14	2						29	29	58	50.00
Mozambique										1								1	1	100.00
Myanmar	37	27			1					4	1				1		43	28	71	39.44
Namibia	1	3								1							2	3	5	60.00
Nauru																				
Nepal	2	1			1					9					1		13	1	14	7.14
Netherlands	4	12								7	3						11	15	26	57.69
New Zealand		1								29	2				1		34	3	37	8.11
Nicaragua		2								1							1	2	3	66.67
Niger	4	4								3	2						8	6	14	42.9
Nigeria	13	19			1		1			14	3				1		31	19	50	38.00
Norway		2					1	1		21	4						27	8	35	22.86
Oman																				
Pakistan	17	3			1					19					1		38	3	41	7.32
Palau																				
Panama	2	4													1		4	4	8	50.0
Papua New Guinea																				
Paraguay	1	2															1	2	3	66.67
Peru	41	70	1		1	1				13	3				1		57	74	131	56.49
Philippines	177	319								28	14				5		210	334	544	61.40
Poland	1	4								1					1		3	4	7	57.14
Portugal	4	11							1	4	1						9	12	21	57.14
Qatar																				
Republic of Korea	1	1															1	1	2	50.0
Republic of Moldova																				
Romania	3	4				1	1			3					1		5	5	10	50.00
Russian Federation	9	114		1						42	4					1	51	121	172	70.35
Rwanda	10	4								1							11	4	15	26.67
Saint Kitts and Nevis		1																1	1	100.00
Saint Lucia		1																1	1	100.00
Saint Vincent and the Grenadines	3	4					1										4	4	8	50.00
Samoa										1							1		1	
San Marino																				
Sao Tome and Principe																				
Saudi Arabia																		1	1	100.00
Senegal	16	13			1					6			1				23	8	31	25.81
Serbia and Montenegro	16	9								11	4				1		32	13	45	28.89
Seychelles		1																1	1	100.00
Sierra Leone	1	1					1			8	2						10	3	13	23.08
Singapore	3	1								1							4	1	5	20.0
Slovakia	1	1								1							2	1	3	33.33
Slovenia	1	1															1	1	2	50.00

Country of nationality	G5		G7		HC1		HE		P3		P5/4		TC		Total		Grand total	Percentage of women
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
Solomon Islands		1														1	1	100.00
Somalia	1	1							4						5	1	6	16.67
South Africa	5	6			1			1	9	6					15	13	28	42.31
Spain	39	57	1	1			3		3						34	58	92	63.04
Sri Lanka	11	25			1		2		10	1			3		31	26	57	45.61
Sudan	2	9			1				6						9	9	18	50.00
Suriname		1														1	1	100.00
Swaziland																		
Sweden	5	6					3		30	1	1	1			39	11	46	23.91
Switzerland	50	64	1				1			1					52	66	117	56.36
Syrian Arab Republic	9	17							2	1					11	18	29	62.07
Tajikistan		1							12	5					12	6	18	33.33
Thailand	140	226							13	2					153	228	379	59.63
The former Yugoslav Republic of Macedonia									4	3					4	3	7	42.86
The Transitional Islamic State of Afghanistan		1							5						5	1	6	16.67
Togo	5	4			1					2					6	6	12	50.00
Tonga																		
Trinidad and Tobago	18	42				1	12	3	32	4			4		66	50	116	43.10
Tunisia	23	11							6	1			1		29	12	41	29.27
Turkey	11	5			1		2		1	1					15	6	21	28.57
Turkmenistan																		
Tuvalu																		
Uganda	1	30							3	5					4	35	39	89.74
Ukraine		9		1					6						6	10	16	62.50
United Arab Emirates																		
United Kingdom of Great Britain and Northern Ireland	30	156		2			1		61	13			1		95	169	264	64.02
United Republic of Tanzania	3	27			1				8	3					12	30	42	71.43
United States of America	299	504	2	5			111	11	33	17	1		95	3	532	620	1152	53.82
Uruguay	25	16		1					2						27	17	44	38.64
Uzbekistan										1						1	1	100.00
Vanuatu	2	1													2	1	3	33.33
Venezuela	4	8													4	8	12	66.67
Viet Nam		1														1	1	100.00
Yemen	1	1													1	1	2	50.00
Zambia	10	10							4	1		1			14	12	26	46.15
Zimbabwe	3	7			1				7	1	1		1		12	9	21	42.86
Subtotal	2 561	4 183	7	29	23	11	198	26	1 958	123	4	14	166	6	4 950	4 592	8 598	53.46
Others																		
Palestine	2	3							4	1					6	4	10	40.00
Stateless	17	5								1					17	6	23	26.09
Subtotal	19	8							4	2					23	10	33	30.30
Total	2 580	4 191	7	29	23	11	198	26	1 962	125	4	14	166	6	4 973	4 602	8 631	53.37

Table A.10

Gender distribution of staff in the United Nations Secretariat, by nationality, grade and gender

(c) Project personnel staff by nationality, grade and gender (as at 30 June 2004)

Country of nationality	L-7		L-6		L-5		L-4		L-3		L-2		L-1		Total		Grand total	Percentage of women
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
Albania							1								1		1	
Algeria				1												1	1	100.00
Andorra																		
Angola																		
Antigua and Barbuda					1										1		1	
Argentina			1		4	1	2		4	1		1			11	3	14	21.43
Armenia																		
Australia			1		2	2	5	1	4		1			1	13	4	17	23.53
Austria					2		3		4	1		2			8	3	11	27.27
Azerbaijan							1								1		1	
Bahamas																		
Bahrain																		
Bangladesh							1	2	1						2	2	4	50.00
Barbados																		
Belarus						1										1	1	100.00
Belgium			1				2	2	4	1	7	2		1	14	6	20	30.00
Belize																		
Benin					1										1		1	
Bhutan																		
Bolivia					3		1			1	1				4	1	5	20.00
Bosnia and Herzegovina										1						1	1	100.00
Botswana																		
Brazil				1	1				2			2			3	3	6	50.00
Brunei Darussalam																		
Bulgaria					1	1	2		2	1			1		6	2	8	25.00
Burkina Faso																		
Burundi									1	1					1	1	2	50.00
Cambodia																		
Cameroon					2	1	1		0		3	1			6	2	8	25.00
Canada		1	1		6	1	11	2	3	5	4	3			25	12	37	32.43
Cape Verde																		
Central African Republic																		
Chad																		
Chile			1		7		6			1	1	2			15	3	18	16.67
China					3	1				1		1			3	3	6	50.00
Colombia					2					2		1			2	3	5	60.00
Comoros																		
Congo									1			1			1	1	2	50.00
Costa Rica								1			1				1	1	2	50.00
Côte d'Ivoire									2		1	1			3	1	4	25.00
Croatia							1								1		1	
Cuba																		
Cyprus																		
Czech Republic										1						1	1	100.00
Democratic People's Republic of Korea																		
Democratic Republic of the Congo																		
Democratic Republic of Timor-Leste																		
Denmark					3		4		3	2	9	6		1	19	7	26	26.92
Djibouti									1						1		1	
Dominica																		
Dominican Republic																		
Ecuador					1		1						1	1	3	1	4	25.00
Egypt			2		3		1				1				7		7	
El Salvador																		
Equatorial Guinea																		
Eritrea																		
Estonia			1												1		1	
Ethiopia				1				1	2		2		1		5	2	7	28.57
Fiji					1										1		1	
Finland			1		1			2	2	1	1	6			5	9	14	64.29
France	1		4		9	3	12	4	5	6	6	11			37	24	61	39.34
Gabon											1				1		1	
Gambia			1						1						2		2	
Georgia																		
Germany			1		2	1		3	7	2	11	9			71	15	36	41.67
Ghana					1		1		1	1					3	1	4	25.00
Greece					1					1					1	1	2	50.00
Grenada																		
Guatemala									1						1		1	
Guinea											1				1		1	
Guinea-Bissau																		
Guyana							1								1		1	
Haiti																		
Honduras																		

Country of nationality	[illegible]		[illegible]		[illegible]		[illegible]		[illegible]		[illegible]		[illegible]		Total		Grand total	Percentage of women
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
Hungary					2			1							2	1	3	33.33
Ireland																		
India			5	1	3		2	1	5	2	1	1	1		14	5	19	26.32
Indonesia																		
Iran (Islamic Republic of)					2			2		2					2	2	4	75.00
Iraq			1		1				1						2		2	
Ireland					1	1				1		1			1	3	4	75.00
Israel							1								1		1	
Italy					2	1	1	1	11	16	19		1		30	36	72	50.00
Jamaica							1								1		1	
Japan			1		2	1	1		5	5	5	6			14	15	29	51.72
Jordan					1										1		1	
Kazakhstan								1				1				2	2	100.00
Kenya				1			1		2	8	1	6			4	9	13	69.00
Kiribati																		
Kuwait																		
Kyrgyzstan										1						1	1	100.00
Lao People's Democratic Republic												1				1	1	100.00
Latvia									1						1		1	
Lebanon			1		1													
Lesotho									1	1					1	1	2	50.00
Liberia																		
Libyan Arab Jamahiriya																		
Liechtenstein																		
Lithuania																		
Luxembourg																		
Madagascar											1						1	
Malawi			1												1		1	
Malaysia					1				1						1		1	
Maldives																		
Mali					1				1			1			1	1	4	25.00
Malta																		
Marshall Islands																		
Mauritania																		
Mauritius							1		2						3		3	
Mexico			1		1						1				2		2	
Micronesia (Federated States of)																		
Monaco																		
Mongolia										1						1	1	100.00
Morocco					1					1		2			1	3	4	75.00
Mozambique																		
Myanmar																		
Namibia																		
Nauru																		
Nepal																		
Netherlands					6	2	4		5	3	2	4	3	6	22	15	37	40.54
New Zealand			1		1				1	1	1				6	1	7	14.29
Nicaragua			1												1		1	
Niger							2	1	1						4	1	5	20.00
Nigeria							4		2		2	5			10	5	15	33.33
Norway			1		1													
Oman																		
Pakistan			1		1		1		1	2	2				6	2	8	25.00
Palau																		
Panama																		
Papua New Guinea					1										1		1	
Paraguay											1				1		1	
Peru					1				1	1		1	1	1	4	2	6	33.33
Philippines			2							2	2	1			4	3	7	42.86
Poland									1	1					1	1	2	50.00
Portugal									1	1	2				1	3	4	75.00
Qatar																		
Republic of Korea			1		2		1		1			2			5	2	7	28.57
Republic of Moldova																		
Romania							1		1			1			2	1	3	33.33
Russian Federation			1		1	1			3						3	1	4	25.00
Rwanda										1						1	1	100.00
Saint Kitts and Nevis																		
Saint Lucia																		
Saint Vincent and the Grenadines																		
Samoa																		
San Marino																		
Sao Tome and Principe																		
Saudi Arabia																		
Senegal			1	1	2		1		1		1			1	6	2	8	25.00
Serbia and Montenegro					1				1						2		2	
Seychelles												1				1	1	100.00
Sierra Leone							2			2			1		3	2	5	40.00
Singapore									1							1	1	100.00
Slovakia																		
Slovenia																		

Country of nationality	D-1		D-2		P-5		P-4		P-3		P-2		P-1		Total		Grand total	Percentage of women
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
Solomon Islands									2						2		2	
Somalia							1	1		1	2				3	4	5	80.00
South Africa									6		1	1			6	2	8	25.00
Spain									3						3		3	
Sri Lanka					2										2		2	
Sudan			1		1		5								7		7	
Suriname					1										1		1	
Swaziland																		
Sweden	1		1		4	2	2	1	2	3	3	5		1	13	12	25	48.00
Switzerland					3		3	1	3	2	2	9			9	8	17	47.06
Syrian Arab Republic					1					1					1	1	2	50.00
Tajikistan																		
Thailand									1			1			1	1	2	50.00
The former Yugoslav Republic of Macedonia																		
The Transitional Islamic State of Afghanistan							1				1				2		2	
Togo											1				1		1	
Tonga																		
Trinidad and Tobago					2							1			2	1	3	33.33
Tunisia				1	1	1	1	1	1	1	1		1		5	5	10	50.00
Turkey									1							1	1	100.00
Turkmenistan																		
Tuvalu																		
Uganda			1	1					4						5	1	6	16.67
Ukraine					1						2				1	2	3	66.67
United Arab Emirates																		
United Kingdom of Great Britain and Northern Ireland			9		10	1	8	2	16	9	2	2			44	10	54	18.52
United Republic of Tanzania			1				1								1	1	2	50.00
United States of America	1		8	3	13	1	9	8	7	8	1			1	32	21	53	39.62
Uruguay							1			1					1	1	2	50.00
Uzbekistan							1								1		1	
Vanuatu																		
Venezuela	2						1		1						4		4	
Viet Nam			1												1		1	
Yemen							1								1		1	
Zambia										1						1	1	100.00
Zimbabwe																		
Subtotal	6	1	52	9	142	28	135	44	137	95	100	120	12	14	563	311	874	35.58
Others												1				1	1	100.00
Palestine																		
Stateless												1				1	1	100.00
Subtotal																		
Total	6	1	52	9	142	28	135	44	137	95	100	121	12	14	563	312	875	35.66